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Pres Comit
On Equal Rights

ADMINISTRATIVE FILE

*Civil Rights - President's
Committee on Equal
Employment Opportunity
x Hoppers Co., Inc.
x Lemmon, D. E.*

December 4, 1963

Mr. D. E. Lemmon
Manager
Plant Industrial Relations
Hoppers Company, Inc.
Pittsburgh 19, Pennsylvania

Dear Mr. Lemmon:

In reply to your letter of November 29, 1963, addressed to Mr. Roy Barnea of the International's Research Department, this will advise that the International Brotherhood of Teamsters will continue its policy of non-discrimination as it has in the past and will continue to exert its best efforts to promote equality of employment opportunity. In this connection, I am enclosing a copy of a letter dated August 20, 1963, from Robert Taylor, Jr., Executive Vice Chairman of the President's Committee on Equal Employment Opportunity.

Very truly yours,

James R. Hoffa
General President

JRH/ab
Enclosure

Office of the General President

To: Jules Bernsteim

From: Roy Barnes

12/3/63
DATE

The attached letter from Koppers Co., Inc. is being referred to your office for proper disposition. I have already sent this company a copy of our booklet "Any Person."

RB/lm
Encl.



KOPPERS COMPANY, INC.

GENERAL OFFICES

PITTSBURGH · 19 · PA.

November 29, 1963

TELEPHONE
AREA CODE 412
EX 1 3500

INDUSTRIAL RELATIONS DEPARTMENT

Mr. Roy Barnes, Research
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America
2801 Trumbull Avenue
Detroit 16, Michigan

Dear Mr. Barnes:

Thank you for sending us in response to my letter concerning the President's Executive Orders for fair employment practices the booklet outlining the Union's position in this matter. I think that the booklet may be used, if necessary, as the "supporting information" called for in the rules and regulations of the President's Committee on Equal Employment Opportunity.

However, the same rules and regulations provide that any bidder or prospective contractor for any governmental agency may be required "... to file a statement in writing (signed by an authorized officer or agent of any labor union or other workers' representative with which the bidder or prospective contractor or subcontractor, deals ... proposed contract), together with supporting information, to the effect that the said labor union's or other workers' representative's practices and policies do not discriminate on the grounds of race, color, creed, or national origin, ..."

Therefore, would you please send us such a statement so that we may be in compliance with the Executive Orders.

Sincerely,

D. E. Lemmon
Manager
Plant Industrial Relations

DEC 3 10 41 AM '63

ADMINISTRATIVE FILE

Civil Rights -

President's Committee

on Equal Employment
Opportunity

July 3, 1963

The Honorable Lyndon B. Johnson
Vice President of the United States
Washington 25, D. C.

Dear Mr. Vice President:

It is by now apparent that the President's Committee on Equal Employment Opportunity has decided that the International Brotherhood of Teachers does not exist for the purpose of signing a Plan for Fair Practices. A summary reading of the enclosed correspondence makes this conclusion inescapable. In my judgment such conduct constitutes another chapter in the continuing vendetta which the Kennedy Administration is carrying out against the Teachers Union. It is most unfortunate that in this instance such reprisal comes at the expense of a program to promote equal employment opportunity.

Hence, in the light of the resistance which this Union has encountered from the President's Committee we have decided that any farther efforts would be futile. However, this will advise that the International Brotherhood of Teachers will continue its policy of non-discrimination as it has in the past and will continue to exert its best efforts to promote equality of employment opportunity. In this

The Honorable Lyndon B. Johnson
Page two
July 3, 1963

connection I am enclosing a copy of an editorial appearing in the June 1963 issue of "The International Termeter" which more fully sets forth the position of the Termeters Union on the question of racial equality.

Very truly yours,

James R. Hoffa
General President

JRH/alb
Enclosures

Copies to: The Honorable W. Willard Wirtz
The Honorable Adam Clayton Powell
The Honorable James Roosevelt
Mr. James Farmer
Mr. James Foreman
Mr. Herbert Hill
The Reverend Martin Luther King
Mr. A. Phillip Randolph

July 3, 1963

The Honorable Lyndon B. Johnson
Vice President of the United States
Washington 25, D. C.

Dear Mr. Vice President:

It is by now apparent that the President's Committee on Equal Employment Opportunity has decided that the International Brotherhood of Teamsters does not exist for the purpose of signing a Plan for Fair Practices. A summary reading of the enclosed correspondence makes this conclusion inescapable. In my judgment such conduct constitutes another chapter in the continuing vendetta which the Kennedy Administration is carrying out against the Teamsters Union. It is most unfortunate that in this instance such reprisal comes at the expense of a program to promote equal employment opportunity.

Hence, in the light of the resistance which this Union has encountered from the President's Committee we have decided that any further efforts would be futile. However, this will advise that the International Brotherhood of Teamsters will continue its policy of non-discrimination as it has in the past and will continue to exert its best efforts to promote equality of employment opportunity. In this

The Honorable Lyndon B. Johnson
Page two
July 3, 1963

connection I am enclosing a copy of an editorial appearing in the June 1963 issue of "The International Tenant" which more fully sets forth the position of the Tenants Union on the question of racial equality.

Very truly yours,

James M. Hoffa
General President

JMH/alb
Enclosures

Copies to: The Honorable W. Willard Wirtz
The Honorable Adlai Clayton Powell
The Honorable James Roosevelt
Mr. James Farmer
Mr. James Foreman
Mr. Herbert Hill
The Reverend Martin Luther King
Mr. A. Phillip Randolph

JAMES ROOSEVELT
25th District, California

WASHINGTON OFFICE:
325 HOUSE OFFICE BUILDING
CAPITOL 4-3121, EXT. 9911

COMMITTEE:
EDUCATION AND LABOR
SELECT COMMITTEE ON SMALL BUSINESS

Congress of the United States

House of Representatives
Washington, D. C.

But
ED LYBECK
FIELD REPRESENTATIVE

LOS ANGELES OFFICE:
5308 WEST ADAMS BOULEVARD
WE8TER 4-0144

Civil Rights - FILE
President's Committee
on Equal Employment
Opportunity

March 13, 1963

Mr. H. J. Gibbons
Executive Assistant to the
General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N.W.
Washington 1, D. C.

Dear Harold:

I have just received the attached. If you
care to call me, I'll be glad to discuss
it with you.

All the best.

Sincerely,

JR
JAMES ROOSEVELT

JR:gc
Enclosure

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D. C.

March 1, 1963

C O P Y

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers
of America
25 Louisiana Avenue, N.W.
Washington 1, D. C.

Dear Sir:

This is to acknowledge receipt of your letter of
February 11, 1963, and earlier communications.

Mr. Taylor has asked me to inform you that the
statement attributed to him, with respect to the
reasons why your union had not signed a Plan for
Fair Practices, was not accurate. He has never
stated to a newspaper reporter that the Teamster's
Union had not contacted the President's Committee.

Sincerely yours,

/s/

John G. Feild
Executive Director

March 6, 1963
Date

From the Desk of:
JULES BERENSON

VICE PRESIDENT GIBBONS:

Attached for your information is the latest communication from the President's Committee on Equal Employment Opportunity.

Also attached is the complete file of correspondence to and from the Committee.

ADMINISTRATIVE FILE
President's Committee
on Equal Employment
Opportunity

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

MAR 1 1963

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers
of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Sir:

This is to acknowledge receipt of your letter of
February 11, 1963, and earlier communications.

Mr. Taylor has asked me to inform you that the
statement attributed to him, with respect to the
reasons why your union had not signed a Plan for
Fair Practices, was not accurate. He has never
stated to a newspaper reporter that the Teamster's
Union had not contacted the President's Committee.

Sincerely yours,

John G. Feild

John G. Feild
Executive Director

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

MAR 1 1963

ADMINISTRATIVE FILE

*President's Committee
on Equal Employment
Opportunity*

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers
of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Sir:

This is to acknowledge receipt of your letter of
February 11, 1963, and earlier communications.

Mr. Taylor has asked me to inform you that the
statement attributed to him, with respect to the
reasons why your union had not signed a Plan for
Fair Practices, was not accurate. He has never
stated to a newspaper reporter that the Teamster's
Union had not contacted the President's Committee.

Sincerely yours,

John G. Feild

John G. Feild
Executive Director

ADMINISTRATIVE FILE

President's Committee
on Equal Employment
Opportunity

February 11, 1963

Mr. Robert L. Taylor
Executive Vice Chairman
The President's Committee on
Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Taylor:

In the name of social justice, fair play and
common decency, I request a reply to my letter of Novem-
ber 20, 1962.

Very truly yours,

James R. Hoffa
General President

JRH:son

ADMINISTRATIVE FILE _____

*President's Committee
on Equal Employment
Opportunity*

November 20, 1962

Mr. Robert L. Taylor
Executive Vice Chairman
The President's Committee on
Equal Employment Opportunity
Department of Labor Building
10th Street & Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Taylor:

It is our understanding that on November 16, 1962 you stated to a newspaper reporter that the reason the International Brotherhood of Teamsters did not participate with 100 national trade unions in signing pledges to eliminate employment discrimination was that our Union had not contacted the President's Committee. I would appreciate it very much if you would advise us whether you made such a statement. We cannot believe that you did.

My letter dated April 10, 1962, addressed to Vice President Johnson, I stated that the policies and practices of our Union with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the President's Committee and that we would be pleased to support the Committee in every

Page 2
November 20, 1962
Mr. Hobart L. Taylor

respect. In addition, I requested an early conference with a staff member to develop a Plan for Progress to cover our Union. Executive Director John G. Field, by letter dated April 17, 1962, advised me that the Committee had the matter under consideration and would be in communication with me. By letter dated May 11, 1962, to the Vice Chairman Holleman, I restated the position of our Union with respect to employment opportunities and again requested an early conference to develop a Plan for Progress to cover our Union. By letter dated June 5, 1962, Mr. Field advised me that the Committee expected to be in communication with me in the not-too-distant future. By a letter dated June 1, 1962, to the President, which was placed in the mail on June 6, 1962, I again stated our position and again requested an early conference. Mr. Field, by letter dated August 6, 1962, advised that the Committee was continuing its plans for the development of an appropriate adaptation of the Plans for Progress program for trade unions and that as these plans develop, I could be sure that I would be informed by the Committee. This was the last communication I have received from the Committee.

Regardless of whether you have made the statement attributed to you, it is the hope of our Union that, inasmuch as you have at long last been successful in persuading AFL-CIO affiliates to accord cooperation to the Committee, the Committee may now be willing to grant equal opportunity to our Union to sign a pledge against discrimination which our Union would have been willing to sign as long ago as April, 1962.

Page 3
November 20, 1962
Mr. Hobart L. Taylor

Despite the way in which the Committee has dealt with our Union, we will continue to support the work of the Committee in every respect, and we again respectfully request a conference with a member of your staff to arrange for the execution of a pledge by our Union.

Respectfully yours,

James E. Hoffa
General President

JRH:JCS

ADMINISTRATIVE FILE

President's Committee
on Equal Employment
X

February 11, 1963

Mr. Hobart L. Taylor
Executive Vice Chairman
The President's Committee on
Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Taylor:

In the name of social justice, fair play and
common decency, I request a reply to my letter of Novem-
ber 20, 1962.

Very truly yours,

James E. Hoffa
General President

JRH:non

February 11, 1963

The President
The White House
Washington 25, D. C.

Mr. President:

Enclosed for your consideration and whatever action you deem appropriate are copies of self-explanatory letters, dated November 20, 1962 and February 11, 1963, which I have sent to Mr. Robert L. Taylor, Executive Vice Chairman of the President's Committee on Equal Employment Opportunity.

Very truly yours,

James R. Hoffa
General President

JRH:non
Enclosures

CF

February 11, 1963

The Honorable Lyndon B. Johnson
Vice President of the United States
of America
Chairman, The President's Committee
on Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Vice President:

Enclosed for your consideration and whatever
action you deem appropriate are copies of self-explanatory
letters, dated November 20, 1962 and February 11, 1963,
which I have sent to Mr. Robert L. Taylor, Executive Vice
Chairman of the President's Committee on Equal Employment
Opportunity.

Very truly yours,

James E. Hoffa
General President

JRH:non
Enclosures

CF
February 11, 1963

The Honorable Lister Hill
Chairman, Senate Committee on
Labor and Public Welfare
United States Senate
Washington 25, D. C.

Dear Senator Hill:

Enclosed for your consideration and whatever
action you deem appropriate are copies of self-explanatory
letters, dated November 20, 1962 and February 11, 1963,
which I have sent to Mr. Robert L. Taylor, Executive Vice
Chairman of the President's Committee on Equal Employment
Opportunity.

Very truly yours,

Jason R. Hoffa
General President

JRH:non
Enclosures

CF

February 11, 1963

The Honorable Adam Clayton Powell
Chairman, House Committee on
Education and Labor
House of Representatives
Washington 25, D. C.

Dear Mr. Powell:

Enclosed for your consideration and whatever
action you deem appropriate are copies of self-explanatory
letters, dated November 30, 1962 and February 11, 1963,
which I have sent to Mr. Robert L. Taylor, Executive Vice
Chairman of the President's Committee on Equal Employment
Opportunity.

Very truly yours,

James E. Hoffa
General President

JRH:non
Enclosures

CF

February 11, 1963

The Honorable Wayne L. Morse
United States Senate
Washington 25, D. C.

Dear Senator Morse:

Enclosed for your consideration and whatever
action you deem appropriate are copies of self-explanatory
letters, dated November 20, 1962 and February 11, 1963,
which I have sent to Mr. Robert L. Taylor, Executive Vice
Chairman of the President's Committee on Equal Employment
Opportunity.

Very truly yours,

Jason R. Hoffa
General President

JRH:non
Enclosures

CF

February 11, 1963

The Honorable James Roosevelt
House of Representatives
Washington 25, D. C.

Dear Mr. Roosevelt:

Enclosed for your consideration and whatever action you deem appropriate are copies of self-explanatory letters, dated November 20, 1962 and February 11, 1963, which I have sent to Mr. Robert L. Taylor, Executive Vice Chairman of the President's Committee on Equal Employment Opportunity.

Very truly yours,

James R. Hoffa
General President

JRH:non
Enclosures

CF

February 11, 1963

Mr. Herbert Hill, Labor Secretary
National Association for the
Advancement of Colored People
20 West 40 Street
New York, New York

Dear Mr. Hill:

Enclosed for your consideration and whatever
action you deem appropriate are copies of self-explanatory
letters, dated November 20, 1962 and February 11, 1963,
which I have sent to Mr. Robert L. Taylor, Executive Vice
Chairman of the President's Committee on Equal Employment
Opportunity.

Very truly yours,

James E. Hoffa
General President

JRH:non
Enclosures

INFORMATION

FROM THE
PRESIDENT'S COMMITTEE
-ON-
EQUAL EMPLOYMENT OPPORTUNITY
Washington 25, D. C.

SAMPLE UNION PROGRAM FOR FAIR PRACTICES

Most of the unions signing Union Programs for Fair Practices on Nov. 15 signed Programs identical to the one below. In some instances, there were slight variations to conform to special situations, but in no instance were the changes of substantive nature.

ADMINISTRATIVE FILE
Civil Rights -
President's Committee
Equal Employment
Opportunity

JOINT STATEMENT ON UNION PROGRAM FOR FAIR PRACTICES

NAME OF UNION

THE PRESIDENT'S COMMITTEE
ON EQUAL EMPLOYMENT OPPORTUNITY

The (Name of Union) welcomed President Kennedy's historic Executive Order 10925 establishing a unified, revitalized and greatly strengthened President's Committee on Equal Employment Opportunity.

We propose to cooperate with the Committee in attaining its goals of equal opportunity in all aspects of employment, tenure, terms and conditions of employment, in work assignment, promotion and transfer, without regard to race, creed, color or national origin.

While the Committee's program is confined to employment under Federal government contracts and to Federal employment, we shall continue to extend our union program for fair practices to all employment.

It is our purpose to give full effect within our ranks to the civil rights policy of the AFL-CIO to eliminate discrimination and unfair practices wherever they exist.

It is our policy to accept into our ranks as fellow unionists all eligible applicants for membership without regard to or indication of race, creed, color or national origin.

It is our purpose to further equal opportunity in all union services and benefits, in employment, tenure, terms and conditions of employment and in work assignment, promotion and transfer, and in all aspects of work training.

We reaffirm our policy of accepting all eligible applicants for membership without regard to race, creed, color or national origin and of insuring for all such workers the full benefits of union organization without discrimination, segregation, separation or exclusion of any kind.

- 2 -

We shall not charter any local unions in which membership would be separated on the basis of race, creed, color or national origin.

If we should find evidence in any of our locals of separation, segregation or exclusion on the basis of race, creed, color or national origin, we would make every possible effort to end such segregation, separation or exclusion with all possible speed.

Where local unions accept transfer applications from members of other locals, all such applications shall be accepted without discrimination because of race, creed, color or national origin.

We shall seek agreement from management to write into joint apprenticeship training programs in which we participate a nondiscrimination clause in regard to admissions and conditions of employment of apprentices and shall see that this clause is administered in such a way as to give full and effective application of nondiscrimination throughout all such training.

We shall make a special effort within the framework of the International Union constitution and policy to obtain agreement from employers to embody in all collective bargaining contracts with the union, nondiscrimination clauses covering hire, tenure, terms, conditions of employment, work assignment and advancement, and providing for effective administration and enforcement of such clauses.

We shall insist that each local union of this International Union, seek management agreement to it that any facilities provided by it for the employees will not exclude or segregate on the basis of race, creed, color or national origin.

It shall be our policy that our local unions, in their relationship with management, insist that all recalls, lay-offs, overtime lists, work rosters and assignments and all training programs are maintained and operated without discrimination because of race, creed, color or national origin, and that all workers covered by collective bargaining agreements with them have equal opportunity for promotion and transfer.

We shall assign to an executive officer or a national staff officer the duties of administration, dissemination and implementation of this Program for Fair Practices.

We shall bring the Program for Fair Practices to the attention of all our affiliates and will encourage them to carry out this Program for Fair Practices.

We shall make new efforts to review the conditions in our organization and where we find evidence of violations of the spirit of this program, we will use our efforts to correct them.

The President's Committee will:

Cooperate with the International Union in effecting procedures for preventing and eliminating discrimination by employers and by union.

Work with the International Union and the various Government agencies in the development of programs and in the solution of problems of mutual concern, particularly in the fields of vocational education, apprenticeship and other training, and employment services.

Confer with the International Union and employers in seeking mutually agreeable solutions of problems which may arise in any phase of employment and/or labor-management relations with regard to equal employment opportunity.

Assist in formulation of information and/or community relations programs at the state and local levels and will assist in securing the support of state and local agencies in furtherance of equal employment opportunities.

(NAME OF UNION)

THE PRESIDENT'S COMMITTEE ON
EQUAL EMPLOYMENT OPPORTUNITY

By: _____
President

By: _____
Lyndon B. Johnson
Vice President of the
United States

Signers

UNION PROGRAM FOR FAIR PRACTICES

ASSOCIATED ACTORS & ARTISTS OF AMERICA

AIR LINE DISPATCHERS ASSOCIATION

ALUMINUM WORKERS INTERNATIONAL UNION

INTERNATIONAL ASSOCIATION OF HEAT & FROST INSULATORS & ASBESTOS WORKERS

INTERNATIONAL UNION UNITED AUTOMOBILE, AEROSPACE & AGRICULTURAL IMPLEMENT
WORKERS OF AMERICA

AMERICAN BAKERY & CONFECTIONERY WORKERS INTERNATIONAL UNION

THE JOURNEYMEN BARBERS, HAIRDRESSERS & COSMETOLOGISTS' INTERNATIONAL UNION OF AMERICA

INTERNATIONAL ALLIANCE OF BILL POSTERS, BILLERS & DISTRIBUTORS OF THE U. S. & CANADA

INTERNATIONAL BROTHERHOOD OF, BOOKBINDERS

BOOT & SHOE WORKERS UNION

UNITED CEMENT, LIME & GYPSUM WORKERS INTERNATIONAL UNION

AMALGAMATED CLOTHING WORKERS OF AMERICA

THE COMMERCIAL TELEGRAPHERS' UNION

DISTILLERY, RECTIFYING & WINE WORKERS INTERNATIONAL UNION OF AMERICA

INTERNATIONAL UNION OF ELECTRICAL, RADIO & MACHINE WORKERS

INTERNATIONAL BROTHERHOOD OF FIREMEN & OILERS

INTERNATIONAL LADIES' GARMENT WORKERS UNION

AMERICAN FLINT GLASS WORKERS UNION

INTERNATIONAL UNION, UNITED HATTERS, CAP & MILLINERY WORKERS

INTERNATIONAL HOD CARRIERS, BUILDING & COMMON LABORERS UNION OF AMERICA

AMERICAN FEDERATION OF HOSIERY WORKERS

INTERNATIONAL ASSOCIATION OF BRIDGE & STRUCTURAL IRON WORKERS

INTERNATIONAL JEWELRY WORKERS UNION

Signers
UNION PROGRAM FOR FAIR PRACTICES
Page -2-

LAUNDRY & DRY CLEANING INTERNATIONAL UNION
NATIONAL ASSOCIATION OF LETTER CARRIERS
INTERNATIONAL LONGSHOREMEN'S ASSOCIATION
BROTHERHOOD OF MAINTENANCE OF WAY EMPLOYEES
NATIONAL MARITIME UNION OF AMERICA
AMALGAMATED MEAT CUTTERS & BUTCHER WORKMEN OF NORTH AMERICA
METAL POLISHERS, BUFFERS, PLATERS & HELPERS INTERNATIONAL UNION
AMERICAN NEWSPAPER GUILD
OFFICE EMPLOYEES INTERNATIONAL UNION
UNITED PACKINGHOUSE, FOOD & ALLIED WORKERS
UNITED ASSOCIATION OF JOURNEYMEN & APPRENTICES OF THE PLUMBING & PIPE FITTING
INDUSTRY OF THE U. S. & CANADA
INTERNATIONAL PRINTING PRESSMEN & ASSISTANTS' UNION OF NORTH AMERICA
INTERNATIONAL BROTHERHOOD OF PULP, SULPHITE & PAPER MILL WORKERS OF THE U.S. & CANADA
RETAIL WHOLESALE & DEPARTMENT STORE UNION
UNITED RUBBER, CORK, LINOLEUM & PLASTIC WORKERS OF AMERICA
BROTHERHOOD OF RAILROAD SIGNALMEN OF AMERICA
UNITED STEELWORKERS OF AMERICA
STOVE FURNACE & ALLIED APPLIANCE WORKERS OF NORTH AMERICA
AMERICA FEDERATION OF TEACHERS
AMERICAN FEDERATION OF TECHNICAL ENGINEERS
AMERICAN TRAIN DISPATCHERS ASSOCIATION
TRANSPORT WORKERS UNION OF AMERICA
INTERNATIONAL WOODWORKERS OF AMERICA
UNITED SLATE, TILE & COMPOSITION ROOFERS, DAMP & WATERPROOF WORKERS

Signers
UNION PROGRAM FOR FAIR PRACTICES
Page -3-

UNITED FEDERATION OF POSTAL CLERKS
INSURANCE WORKERS INTERNATIONAL UNION
OPERATIVE PLASTERERS' & CEMENT MASONS' INTERNATIONAL ASSOCIATION OF THE U.S. & CANADA
BRICKLAYERS, MASONS & PLASTERERS INTERNATIONAL UNION OF AMERICA
THE UNITED BRICK & CLAY WORKERS OF AMERICA
NATIONAL ASSOCIATION OF BROADCAST EMPLOYEES & TECHNICIANS
BUILDING SERVICE EMPLOYEES INTERNATIONAL UNION
UNITED BROTHERHOOD OF CARPENTERS & JOINERS OF AMERICA
INTERNATIONAL CHEMICAL WORKERS UNION
CIGARMAKERS' INTERNATIONAL UNION OF AMERICA
COMMUNICATIONS WORKERS OF AMERICA
COOPERS INTERNATIONAL UNION OF NORTH AMERICA
INTERNATIONAL UNION OF, DOLL & TOY WORKERS OF THE U. S. & CANADA
INTERNATIONAL UNION OF OPERATING ENGINEERS
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
UNITED FURNITURE WORKERS OF AMERICA
UNITED GARMENT WORKERS OF AMERICA
UNITED GLASS & CERAMIC WORKERS OF NORTH AMERICA
GLASS BOTTLE BLOWERS' ASSOCIATION OF THE U. S. & CANADA
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
AMERICAN FEDERATION OF GRAIN MILLERS
THE GRANITE CUTTERS INTERNATIONAL ASSOCIATION OF AMERICA
INTERNATIONAL UNION OF JOURNEYMEN HORSE SHOERS OF U. S. & CANADA
HOTEL & RESTAURANT EMPLOYEES' & BARTENDERS' INTERNATIONAL UNION

3/63

Signers
UNION PROGRAM FOR FAIR PRACTICES
Page -4-

INTERNATIONAL UNION ALLIED INDUSTRIAL WORKERS OF AMERICA
INTERNATIONAL UNION OF WOOD, WIRE & METAL LATHERS
INTERNATIONAL LEATHER GOODS, PLASTICS & NOVELTY WORKERS UNION
LEATHER WORKERS INTERNATIONAL UNION OF AMERICA
INTERNATIONAL ASSOCIATION OF MARBLE, SLATE & STONE POLISHERS, RUBBER & SAWYERS,
TILE & MARBLE SETTERS HELPERS & TERRAZZO HELPERS
INDUSTRIAL UNION OF MARINE & SHIPBUILDING WORKERS OF AMERICA
NATIONAL MARINE ENGINEERS' BENEFICIAL ASSOCIATION
NATIONAL ASSOCIATION OF MASTER MECHANICS & FOREMEN OF NAVY YARDS & NAVAL STATIONS
MECHANICS EDUCATIONAL SOCIETY OF AMERICA
INTERNATIONAL MOLDERS & ALLIED WORKERS UNION
AMERICAN FEDERATION OF MUSICIANS
OIL, CHEMICAL & ATOMIC WORKERS INTERNATIONAL UNION
BROTHERHOOD OF PAINTERS, DECORATORS & PAPERHANGERS OF AMERICA
UNITED PAPERMAKERS & PAPERWORKERS
INTERNATIONAL PHOTO ENGRAVERS UNION OF NORTH AMERICA
BROTHERHOOD OF SLEEPING CAR PORTERS
NATIONAL FEDERATION OF POST OFFICE MOTOR VEHICLE EMPLOYEES
NATIONAL ASSOCIATION OF POST OFFICE & POSTAL TRANSPORTATION SERVICE MAIL HANDLERS,
WATCHMEN & MESSENGERS
INTERNATIONAL BROTHERHOOD OF OPERATIVE POTTERS
AMERICAN RADIO ASSOCIATION
THE ORDER OF RAILROAD TELEGRAPHERS
BROTHERHOOD OF RAILWAY CARMEN OF AMERICA
BROTHERHOOD OF RAILWAY CLERKS
RAILWAY PATROLMEN'S INTERNATIONAL UNION

Signers

UNION PROGRAM FOR FAIR PRACTICES
Page -5-

THE AMERICAN RAILWAY SUPERVISORS ASSOCIATION

RETAIL CLERKS INTERNATIONAL ASSOCIATION

SEAFARERS INTERNATIONAL UNION OF NORTH AMERICA

UNITED SHOE WORKERS OF AMERICA

THE NATIONAL ASSOCIATION OF SPECIAL DELIVERY MESSENGERS

INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES & MOVING PICTURE MACHINE
OPERATORS OF U. S. & CANADA

AMERICAN FEDERATION OF STATE, COUNTY & MUNICIPAL EMPLOYEES

JOURNEMEN STONECUTTERS ASSOCIATION OF NORTH AMERICA

UNION ASSOCIATION OF STREET & ELECTRIC RAILWAY EMPLOYEES OF AMERICA

STITCHMEN'S UNION OF NORTH AMERICA

UNITED TEXTILE WORKERS OF AMERICA

TEXTILE WORKERS UNION OF AMERICA

TOBACCO WORKERS INTERNATIONAL UNION

UNITED TRANSPORT SERVICE EMPLOYEES OF AMERICA

UPHOLSTERERS' INTERNATIONAL UNION OF NORTH AMERICA

UTILITY WORKERS UNION OF AMERICA

INTERNATIONAL WOODWORKERS OF AMERICA

RAILROAD YARDMASTERS OF AMERICA

INTERNATIONAL BROTHERHOOD OF BOILER MAKERS, IRON SHIP BUILDERS, BLACKSMITHS,
FORGERS AND HELPERS

INTERNATIONAL UNION OF BREWERY, FLOUR, CEREAL, SOFT DRINK AND DISTILLERY WORKERS

AFL-CIO DIRECTLY AFFILIATED LOCAL UNIONS

ADMINISTRATIVE FILE

*President's Committee
on Equal Employment
Opportunity*

February 26, 1963

The Honorable James Roosevelt
House Office Building
Washington, D. C.

Dear Congressman Roosevelt:

Thank you for the inquiry you made on
February 22nd of Mr. Hobart L. Taylor, Executive Vice
Chairman, President's Committee on Equal Employment
Opportunity in respect to our desire to be treated equally
with other International Unions in the area of fair employ-
ment practices.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

COPY

February 22, 1963

Mr. Hobart L. Taylor
Executive Vice Chairman
President's Committee on
Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Taylor:

I am in receipt of the attached copies of
correspondence, delivered to me as Chairman
of the General Labor Subcommittee, House
Committee on Education and Labor.

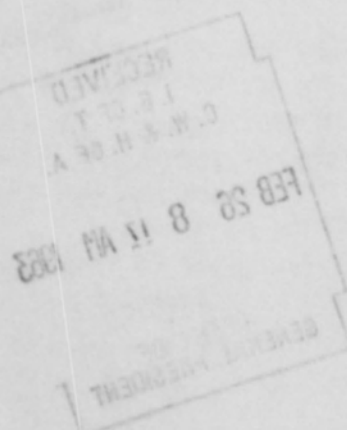
I would very much appreciate being informed
as to what response was made to Mr. Hoffa's
letter of February 11, 1963, and a statement
as to the action, if any, which is contemplated
by the President's Committee on Equal Employment
Opportunity.

Thank you, and all best wishes.

Sincerely,

JAMES ROOSEVELT

JK:gc
Enclosures



THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

August 6, 1962

ADMINISTRATIVE FILE
*President's Committee
on Equal Employment
Opportunity*

Dear Mr. Hoffa:

Your recent letter to the President has been forwarded to my office for reply.

The Committee is continuing its plan for the development of an appropriate adaptation of the Plans for Progress program for trade unions. As these plans develop, you may be sure you will be informed by the Committee.

Sincerely,

John G. Fell
John G. Fell
Executive Director

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.
Washington 1, D. C.

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

5 June 1962

ADMINISTRATIVE FILE

*President's Committee
on Equal Employment
Opportunity*

Mr. James R. Hoffa, General President
International Brotherhood of Teamsters
2801 Trumbull Avenue
Detroit 16, Michigan

Dear Mr. Hoffa:

This will acknowledge receipt of your letter of May 11
addressed to Jerry R. Holleman. As I previously in-
formed you, we expect to be in communication with
you on this matter in the not too distant future.

Sincerely yours,

John G. Feild

John G. Feild
Executive Director

ADMINISTRATIVE FILE
President's Committee
on Equal Employment
Opportunity

May 11, 1962

The Honorable Jerry R. Holleran
Vice Chairman, The President's Committee
on Equal Employment Opportunity
Department of Labor Building
14th Street and Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Holleran:

It is my understanding that the President's Committee on Equal Employment Opportunity is developing Plans for Progress for labor unions. Inasmuch as the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the Committee, we will be pleased to support the work of the Committee in every respect. In addition, we respectfully request an early conference with a member of your staff to develop a Plan for Progress to cover our union.

Respectfully yours,

James E. Hoffa
General President

JRH/alb

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE 8801 TRUMBULL AVENUE, DETROIT 18, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.
WASHINGTON 1, D. C.

May 14, 1962



ADMINISTRATIVE FILE

Civil Rights - Non.

Discrimination

Policy - Form 32

International Harvester
Company

TO ALL MEMBERS OF THE GENERAL EXECUTIVE BOARD
TO ALL PRESIDENTS OF JOINT COUNCILS

Attached we are sending you copies of an agreement entered into on the 12th day of April, between International Harvester Company and the International Brotherhood of Teamsters, which converts into contract form the established policy of our International Union in the area of eliminating any form of discrimination based on race, sex, political or religious affiliation. The attached is being sent for your information.

James R. Hoffa
James R. Hoffa
General President

JRH/mc

Enclosure

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.
WASHINGTON 1, D.C.

May 14, 1962



ADMINISTRATIVE FILE

*International Harvester
Company*
X

TO ALL MEMBERS OF THE GENERAL EXECUTIVE BOARD
TO ALL PRESIDENTS OF JOINT COUNCILS

Attached we are sending you copies of an agreement entered into on the 12th day of April, between International Harvester Company and the International Brotherhood of Teamsters, which converts into contract form the established policy of our International Union in the area of eliminating any form of discrimination based on race, sex, political or religious affiliation. The attached is being sent for your information.

James R. Hoffa
James R. Hoffa
General President

JRH/mc

Enclosure

INTERNATIONAL HARVESTER COMPANY
188 NORTH MICHIGAN AVENUE • CHICAGO 1, ILLINOIS

INDUSTRIAL RELATIONS SALES AND DISTRIBUTION OPERATIONS

April 16, 1962

ADMINISTRATIVE FILE ✓
*International Harvester
Company
XHqs. - New Discrimination*

Mr. H. J. Gibbons
Executive Assistant
to the General President
International Brotherhood of Teamsters
Chauffeurs, Warehousemen & Helpers
of America
2801 Trumbull Avenue
Detroit 16, Michigan

Dear Mr. Gibbons:

Thank you very much for your kind letter of April 12 in which you return completed copies of an Amendment on Equal Opportunity in Employment. Your expression of support is appreciated. Under separate cover we are forwarding to you sixty-five copies of this Amendment as per your request.

On the third page, MEMORANDUM OF AGREEMENT, the date of signing was omitted so I took the opportunity of inking in April 12 as that is the date you signed the first page.

Once again, thank you for your kind assistance,

Yours very truly,

R. F. Graham
R. F. Graham
Manager

es

523 MA 40 21 23A

ADMINISTRATIVE FILE

International Harvester Co.
X Headquarters - Non-
Discrimination

April 12, 1962

Mr. R. F. Graham, Manager
International Harvester Company
180 North Michigan Avenue
Chicago 1, Illinois

Dear Mr. Graham:

Enclosed I am returning to you six signed and dated copies of the amendment on equal opportunity in employment, which was the suggestion of your letter of March 23rd to President Hoffa.

We are happy to join International Harvester Company in this enlightened policy on employment.

I would appreciate your forwarding me an additional 65 copies of this document.

Very truly yours,

H. J. Gibbons
Executive Assistant
to the General President

HJG/mc

Enclosure

OK
gpt

INTERNATIONAL HARVESTER COMPANY
180 NORTH MICHIGAN AVENUE • CHICAGO 1, ILLINOIS

INDUSTRIAL RELATIONS SALES AND DISTRIBUTION OPERATIONS

March 23, 1962

Mr. James R. Hoffa, President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and
Helpers of America
Teamsters Building
Washington, D.C.

Dear Mr. Hoffa:

Following a suggestion of Mr. Harold Gibbons, I am enclosing twelve copies of a proposed amendment on equal opportunity in employment to be included as a new section in local labor contracts between us, except in the Western Conference. Based upon our historical relationships we have always contacted Messrs. Dorsey and Horn on matters of general policy for all locations outside of the Western Conference and Mr. John J. Sheridan on the same basis for the Western Conference.

Based on previous arrangements, the writer will be present for a part of the Western Conference Meeting in Phoenix, April 2 through 6. Mr. Sheridan is aware that we will present an amendment identical to those attached for the consideration of the Western Conference.

Also enclosed, is a copy of our Company's release to all employees on our "Plans For Progress."

We hope that you will concur with the coverage contained in the amendment and complete same. Signatures need be affixed on pages 1 and 3, along with the date of signing. We will be happy to furnish you with sufficient copies to make distribution to the local unions concerned. If you are in agreement, would you kindly return six signed copies to the undersigned.

Your consideration in this matter is appreciated.

Yours very truly,

R. F. Graham
R. F. Graham
Manager

es
enc.
cc: Messrs. E. D. Dorsey
J. J. Sheridan

OK for signatures
JK

MEMORANDUM OF AGREEMENT

THIS AGREEMENT is made and entered into this 12th day of April, 1962, by and between INTERNATIONAL HARVESTER COMPANY (hereinafter referred to as the "Company") and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA and its affiliated Local Unions Nos. 7, 26, 90, 142, 144, 170, 215, 257, 327, 328, 329, 364, 406, 414, 421, 478, 570, 580, 597, 618, 650, 676, 677, 696, 828, 926, and 968 (said International Union and Local Unions hereinafter referred to collectively as the "Union"), acting on behalf of and as the duly authorized bargaining representative for certain employees of the Company.

It is hereby agreed that, effective immediately, each existing main labor contract in effect at an operation whose employees are represented by one of the above identified Local Unions is hereby amended to add, and all new labor contracts between the parties shall include, the following provision regarding discrimination, which provision shall appear as a section of the "General Conditions" Article of each such contract:

"Neither the Company nor the Union in carrying out their obligations under this Contract, shall discriminate in any manner whatsoever against any employee because of race, sex, political or religious affiliation, or nationality.

"The Company agrees to continue its present non-discriminatory policy offering equal opportunities for available jobs to qualified applicants without regard for their nationality, race, sex, political or religious affiliation, or membership in any labor or other lawful organization."

In addition, it is agreed that, without regard to the duration of the main labor contracts currently in effect, the above quoted provision regarding discrimination shall be a part of each future labor contract at each operation whose employees are represented by one of the above identified Local Unions.

IN WITNESS WHEREOF, the parties hereto have set their hands the day, month and year first above written.

FOR THE COMPANY:

R. F. Graham

FOR THE UNION:

J. J. Graham

March 21, 1962

LIST OF TEAMSTER BARGAINING UNITS
(EXCLUDING WESTERN CONFERENCE)
SALES AND DISTRIBUTION OPERATIONS
INTERNATIONAL HARVESTER COMPANY

<u>LOCATION</u>	<u>BARGAINING UNIT</u>	<u>LOCAL NO.</u>
Gary, Indiana, Branch	Mechanics	142
Grand Rapids, Michigan, Branch	Mechanics	406
Kalamazoo, Michigan, Store	Mechanics	7
Lansing, Michigan, Branch	Mechanics	580
Terra Haute, Indiana, Branch	Mechanics	144
Fort Wayne, Indiana, Branch	Mechanics	414
South Bend, Indiana, Branch	Mechanics	364
Mason City, Iowa, Store	Mechanics	328
Milwaukee, Wisconsin, Branches (2)	Parts	257
Danville, Illinois, Store	Mechanics	26
Waterbury, Connecticut, Branch	Mechanics	677
Burlington, Vermont, Branch	Mechanics	597
Bel Air, Maryland, Store	Mechanics	570
Worcester, Massachusetts, Branch	Mechanics	170
Linden, New Jersey A&H Warehouse	A&H Mechanics	478
Camden, New Jersey, Branch	Mechanics	676
Pittsburgh, Pennsylvania, Branch	Parts	926
Des Moines, Iowa, FE Warehouse	Warehouse	90
Des Moines, Iowa, Branch	Parts	90
Waterloo, Iowa, Branch	Mechanics	650
Mason City, Iowa, Branch	Mechanics	828
Dubuque, Iowa, Branch	Mechanics	421
Fergus Falls, Minnesota, Store	Mechanics	329
Evansville, Indiana, Branch	Mechanics	215
Nashville, Tennessee, Branch	Mechanics	327
Houston, Texas, Branches (2)	Mechanics	968
St. Louis, Missouri, FE Warehouse	Warehouse	618
Topeka, Kansas, Branch	Mechanics	696
St. Louis, Missouri, Branches (2)	Parts	618
Baltimore, Maryland, Parts Depot	Warehouse	570

THIS AGREEMENT is made and entered into this _____ day of _____, 1968, by and between INTERNATIONAL WAREHOUSE COMPANY (hereinafter referred to as the "Company") and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELFERS OF AMERICA (hereinafter referred to as the "Union").

The parties heraby agree that the following provision regarding discrimination shall appear as a section of the "General Conditions" Article of any new labor contract which may be entered into by the Company and the Union as collective bargaining representative of employees within any bargaining unit which may come into existence subsequent to the date of this Agreement:

"Neither the Company nor the Union, in carrying out their obligations under this Contract, shall discriminate in any manner whatsoever against any employee because of race, sex, political or religious affiliation, or nationality.

"The Company agrees to continue its present non-discriminatory policy offering equal opportunities for available jobs to qualified applicants without regard for their nationality, race, sex, political or religious affiliation, or membership in any labor or other lawful organization."

IN WITNESS WHEREOF, the parties hereto have set their hands the day, month and year first above writtee.

FOR THE COMPANY:

FOR THE UNION:

R. F. Graham

W. K. Brown

MEMORANDUM OF AGREEMENT

THIS AGREEMENT is made and entered into this 12th day of April, 1962, by and between INTERNATIONAL HARVESTER COMPANY (hereinafter referred to as the "Company") and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA and its affiliated Local Unions Nos. 7, 26, 90, 142, 144, 170, 215, 257, 327, 328, 329, 364, 406, 414, 421, 478, 570, 580, 597, 618, 650, 676, 677, 696, 828, 926, and 968 (said International Union and Local Unions hereinafter referred to collectively as the "Union"), acting on behalf of and as the duly authorized bargaining representative for certain employees of the Company.

It is hereby agreed that, effective immediately, each existing main labor contract in effect on an operation whose employees are represented by one of the above identified Local Unions is hereby amended to add, and all new labor contracts between the parties shall include, the following provision regarding discrimination, which provision shall appear as a section of the "General Conditions" Article of each such contract:

"Neither the Company nor the Union in carrying out their obligations under this Contract, shall discriminate in any manner whatsoever against any employee because of race, sex, political or religious affiliation, or nationality.

"The Company agrees to continue its present non-discriminatory policy offering equal opportunities for available jobs to qualified applicants without regard for their nationality, race, sex, political or religious affiliation, or membership in any labor or other lawful organization."

In addition, it is agreed that, without regard to the duration of the main labor contracts currently in effect, the above quoted provision regarding discrimination shall be a part of each future labor contract at each operation whose employees are represented by one of the above identified Local Unions.

IN WITNESS WHEREOF, the parties hereto have set their hands the day, month and year first above written.

FOR THE COMPANY:

R. F. Graham

FOR THE UNION:

[Signature]

March 21, 1962

LIST OF TEAMSTER BARGAINING UNITS
(EXCLUDING WESTERN CONFERENCE)
SALES AND DISTRIBUTION OPERATIONS
INTERNATIONAL HARVESTER COMPANY

<u>LOCATION</u>	<u>BARGAINING UNIT</u>	<u>LOCAL NO.</u>
Gary, Indiana, Branch	Mechanics	142
Grand Rapids, Michigan, Branch	Mechanics	406
Kalamazoo, Michigan, Store	Mechanics	7
Lansing, Michigan, Branch	Mechanics	580
Terre Haute, Indiana, Branch	Mechanics	144
Port Wayne, Indiana, Branch	Mechanics	414
South Bend, Indiana, Branch	Mechanics	364
Mason City, Iowa, Store	Mechanics	328
Milwaukee, Wisconsin, Branches (2)	Parts	257
Danville, Illinois, Store	Mechanics	26
Waterbury, Connecticut, Branch	Mechanics	677
Burlington, Vermont, Branch	Mechanics	597
Bel Air, Maryland, Store	Mechanics	570
Worcester, Massachusetts, Branch	Mechanics	170
Linden, New Jersey A&H Warehouse	A&H Mechanics	478
Camden, New Jersey, Branch	Mechanics	676
Pittsburgh, Pennsylvania, Branch	Parts	926
Des Moines, Iowa, PE Warehouse	Warehouse	90
Des Moines, Iowa, Branch	Parts	90
Waterloo, Iowa, Branch	Mechanics	650
Mason City, Iowa, Branch	Mechanics	828
Dubuque, Iowa, Branch	Mechanics	421
Fergus Falls, Minnesota, Store	Mechanics	329
Evanville, Indiana, Branch	Mechanics	215
Nashville, Tennessee, Branch	Mechanics	327
Houston, Texas, Branches (2)	Mechanics	968
St. Louis, Missouri, PE Warehouse	Warehouse	618
Topeka, Kansas, Branch	Mechanics	696
St. Louis, Missouri, Branches (2)	Parts	618
Baltimore, Maryland, Parts Depot	Warehouse	570

MEMORANDUM OF AGREEMENT

THIS AGREEMENT is made and entered into this _____ day of _____, 1968, by and between INTERNATIONAL VAN-VESTER COMPANY (hereinafter referred to as the "Company") and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA (hereinafter referred to as the "Union").

The parties hereby agree that the following provisions regarding discrimination shall appear as a section of the "General Conditions" Article of any new labor contract which may be entered into by the Company and the Union as collective bargaining representative of employees within any bargaining unit which may come into existence subsequent to the date of this Agreement:

"Neither the Company nor the Union, in carrying out their obligations under this Contract, shall discriminate in any manner whatsoever against any employee because of race, sex, political or religious affiliation, or nationality.

"The Company agrees to continue its present non-discriminatory policy offering equal opportunities for available jobs to qualified applicants without regard for their nationality, race, sex, political or religious affiliation, or membership in any labor or other lawful organization."

IN WITNESS WHEREOF, the parties hereto have set their hands the day, month and year first above written.

FOR THE COMPANY:

FOR THE UNION:

R. F. Graham J. J. [Signature]

RECEIVED
MAY 28 1968
MAY 28 1968
MAY 28 1968

INTERNATIONAL HARVESTER COMPANY

120 NORTH MICHIGAN AVENUE
CHICAGO 1, ILLINOIS

FRANK W. JENKS
PRESIDENT

February 28, 1962

To All Harvester People:

Our Company, for more than 40 years, has followed a policy of non-discrimination in employment. It has been our policy to hire without regard to race, sex, political or religious affiliation, or membership in any labor or other lawful organization. I know you are all aware of this policy.

During the past year, President Kennedy created The President's Committee on Equal Employment Opportunity. Vice President Johnson is chairman of this group. The Committee's aim is to encourage non-discrimination policies in industry generally. In this connection it has been active in seeking voluntary agreements on such policies with a group of the largest firms in the country.

Some days ago, at the White House, our Company and 30 other large companies formally pledged themselves to a "Plan for Progress" program which is sponsored by the President's Committee. We were glad to endorse this program, which to date has been voluntarily undertaken by 52 companies, and which, in essence, provides that all persons are entitled to equal employment opportunity regardless of race, creed, color, or national origin.

I would like to quote one paragraph from the letter I addressed to the President's Committee with our pledge. It reads:

"Formalities are necessary but sometimes they are just formalities. I should just like to add--as I think you already know--that this is a subject which is more than a formality to our Company. We have believed in equal employment opportunity for many years. We have worked toward it with sincere intent, sometimes at places and on occasions where it did not find general support. We expect to extend our efforts and we look forward to improved results."

Our Company believes in the right of every man and woman to earn the best living that their skills and efforts will afford. We have made progress toward that goal and we have pledged ourselves now to further progress in the future.

We ask your cooperation and support in doing so.

Frank W. Jenks

Joint Statement on
"PLAN FOR PROGRESS"

International Harvester Company

*President's Committee on
Equal Employment Opportunity*

The welfare of employees and their opportunity to progress as far as their capabilities will take them has been a deep and continuing interest of International Harvester Company. As a natural — indeed inevitable — part of this philosophy, the Company has believed in non-discrimination and has worked toward that end for many years. Non-discrimination was formally enunciated by top executives as a fundamental policy more than forty years ago and was communicated to all managerial employees. More than twenty years ago the practice of stating this policy in writing came into general use. Since then it has been declared in union contracts, in employee handbooks, in advertising directed to communities in which the Company was establishing new factories, and in other media. As its form has finally developed, the policy since 1948 has read: "There shall be no discrimination against any person because of nationality, race, sex, political or religious affiliation, or membership in any labor or other lawful organization."

International Harvester believes that this policy is in harmony with the national policy enunciated by the President of the United States that all persons are entitled to equal employment opportunities regardless of race, creed, color or national origin, and it is happy to cooperate voluntarily with the President's Committee on Equal Employment Opportunity in the development and implementation of a "Plan for Progress" program.

As part of the program International Harvester has, on forms submitted by the President's Committee, responded to questions with regard to its employment policies and practices and will in the near future furnish confidential statistical data on its personnel.

In undertaking this program it is recognized by both the President's Committee and the Company that the rate of progress in implementing this Plan may vary between operations because of factors over which the Company has no direct control. Such circumstances are not to be regarded as indicating any variation in the Company's constant dedication to the program.

UNDERTAKINGS BY INTERNATIONAL HARVESTER

Implementation of the "Plan for Progress" Program

International Harvester will continue to affirm and implement its policy of non-discrimination and will continue to seek to eliminate

all discrimination in its employment because of race, creed, color and national origin. It is understood by the Committee and the Company that this is a long-range goal which it may not be possible to accomplish immediately.

To assist in the realization of this objective, the Company proposes to continue or initiate the following practices:

I. Communications — Dissemination of Policy

1. International Harvester will send a letter signed by the President of the Company to all employees informing them of the "Plan for Progress" program and reaffirming our non-discrimination policy.
2. Staff personnel will meet periodically with operating management to review and discuss progress in connection with the application of the non-discrimination policy.
3. In negotiating contracts with the various labor unions with which it bargains collectively, the Company will require that a non-discrimination clause be included.
4. The Company will review periodically with union officials the program and its implementation as it relates to employees whom they represent.
5. The Company will continue to make reference to the non-discrimination policy in employee handbooks, college recruiting material and other appropriate statements.

II. Recruitment

1. International Harvester will continue its recruiting policy of developing sources of applicants which will permit hiring the individual best qualified by reason of education, training, experience and personal characteristics without regard to race, creed, color or national origin.
2. In developing its sources of applicants, International Harvester will re-emphasize its non-discriminatory recruitment and hiring policy among state employment offices, college placement offices and the offices of principals and guidance counselors in secondary schools.

as well as among community group representatives who are directly in a position to help the Company continue achieving its objective of equality in employment opportunity.

III. Employment, Placement and Upgrading

1. International Harvester will follow a policy of employing the individual best qualified by reason of education, training, experience and personal characteristics without regard to race, creed, color or national origin.
2. The Company will examine regularly its practices in connection with employment, promotions, layoffs, recalls and terminations to assure that the non-discrimination policy is being applied.
3. The Company will regularly examine and refine its central personnel records to improve the guidance they may give in the avoidance of discrimination.
4. The Company will review its openings for all positions so that eligible and qualified minority group candidates will be considered for placement and upgrading.
5. Wherever practical the Company will provide development guidance and counsel for employees, including minority group employees, having potential for advancement.

IV. Training

1. The Company will continue to support the objective of providing opportunities for all qualified employees in its Company training program without regard to race, creed, color or national origin.
2. The Company will encourage the establishment of vocational school training programs where needed in communities where it has operations and will cooperate with the school authorities in providing guidance and counsel.

V. General

1. International Harvester will continue to work toward the elimination of segregated facilities at all Company operations.

2. The Company will conduct periodic reviews of programs concerned with non-discrimination at each of its Company operations.
3. International Harvester will continue to cooperate with agencies devoted to the improvement of intergroup relations within the communities where it operates.
4. The Company will continue to participate in "Career Day" programs in connection with any schools which serve as a Company recruitment source.

UNDOERTAKINGS BY THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

I. Recruiting

The Committee will:

- (a) continue to work with the United States Department of Labor's employment specialists to cooperate with the appropriate State Employment Services in reviewing and intensifying efforts to obtain qualified applicants for referral to International Harvester, consistent with the stated needs of International Harvester Company without regard to race, creed, color or national origin,
- (b) continue to solicit the support of appropriate specialized community agencies to assist recruiting efforts under this Plan for Progress.

II. Training

The Committee will work with the U. S. Department of Health, Education and Welfare in reviewing, encouraging, and strengthening counseling and guidance services in school systems where International Harvester has major operations. That Department has assigned personnel to encourage participation of persons in minority groups in its vocational education programs. In addition, new programs are being developed aimed at the encouragement of cooperative efforts between educational facilities, community agencies and employers as to this program.

III. Labor Liaison

The Committee will work cooperatively with appropriate unions, at both the local and national levels, in reviewing and supporting constructive action on problems connected with apprenticeship training, transfer procedures, and seniority rights where union action may be helpful.

IV. Contracting Agencies

The Committee will work with the appropriate contracting agencies to assist International Harvester and the Committee in coordination and follow-through on their undertakings under this "Plan for Progress."

V. Community Relations

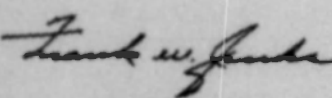
The Committee will work with the appropriate agencies and groups within the communities in which International Harvester operates for the purpose of developing community acceptance and adoption of non-discrimination practices in employment.

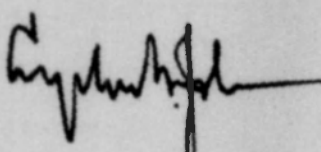
VI. General

International Harvester officials should feel free to report to the Committee any difficulties encountered in achieving this "Plan for Progress" in those instances where it reasonably believes the services of the Committee can be materially constructive in overcoming them.

International Harvester Company

President's Committee on
Equal Employment Opportunity

By 

By 

Frank W. Jenks
President

Lyndon B. Johnson
Vice President of the
United States

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

April 17, 1962

ADMINISTRATIVE FILE

file
Presidents Committee
on Equal Employ -
ment Opportunity

Dear Mr. Hoffa:

This will acknowledge receipt of your letter of April 10, 1962 addressed to the Vice President. The Committee has this matter under consideration and will be in communication with you.

Sincerely,

John G. Feild

John G. Feild
Executive Director

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters
2801 Trumbull Avenue
Detroit 16, Michigan

ADMINISTRATIVE FILE
President's Committee
on Equal Employment
Opportunity

April 10, 1962

The Honorable Lyndon B. Johnson
Vice President of the United States
of America
Chairman, The President's Committee
on Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Vice President:

It is my understanding that the President's Committee on Equal Employment Opportunity is developing Plans for Progress for labor unions. Inasmuch as the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the Committee, we will be pleased to support the work of the Committee in every respect. In addition, we respectfully request an early conference with a member of your staff to develop a Plan for Progress to cover our union.

Respectfully yours,

James R. Hoffa
General President

JRH:non

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 18, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
28 LOUISIANA AVE., N.W.
WASHINGTON 1, D.C.



April 10, 1962

ADMINISTRATIVE FILE

*Civil Rights - President's
Committee on Equal
Employment Opportunity*

The Honorable Lyndon B. Johnson
Vice President of the United States
of America
Chairman, The President's Committee
on Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Vice President:

It is my understanding that the President's Committee on Equal Employment Opportunity is developing Plans for Progress for labor unions. Inasmuch as the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the Committee, we will be pleased to support the work of the Committee in every respect. In addition, we respectfully request an early conference with a member of your staff to develop a Plan for Progress to cover our union.

Respectfully yours,

James R. Hoffa
General President

JRH:non

Rec. for filing 7/29/62

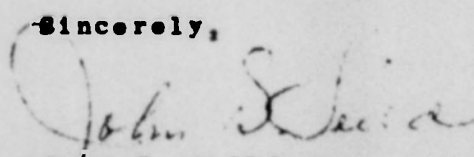
THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

April 17, 1962

Dear Mr. Hoffa:

This will acknowledge receipt of your letter of April 10, 1962 addressed to the Vice President. The Committee has this matter under consideration and will be in communication with you.

Sincerely,



John G. Feild
Executive Director

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters
2801 Trumbull Avenue
Detroit 16, Michigan

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE: 1801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
· JAMES R. HOFFA ·
GENERAL PRESIDENT
28 LOUISIANA AVE., N.W.
WASHINGTON 1, D. C.

May 11, 1962



The Honorable Jerry R. Holleman
Vice Chairman, The President's Committee
on Equal Employment Opportunity
Department of Labor Building
14th Street and Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Holleman:

It is my understanding that the President's Committee on Equal Employment Opportunity is developing Plans for Progress for labor unions. Inasmuch as the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the Committee, we will be pleased to support the work of the Committee in every respect. In addition, we respectfully request an early conference with a member of your staff to develop a Plan for Progress to cover our union.

Respectfully yours,

James R. Hoffa
General President

JRH/sib

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
18 LOUISIANA AVE., N.W.
WASHINGTON 1, D. C.



June 1, 1962

The President
The White House
Washington 25, D. C.

Mr. President:

Enclosed are copies of a self-explanatory letter, dated April 10, 1962, addressed to Vice President Johnson, and a letter, dated May 11, 1962, to Mr. Holloman, then Vice Chairman of the President's Committee on Equal Employment Opportunity, in which I stated that the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities have been and will continue to be in complete conformity with the policies and objectives of your Committee and that our Union will be pleased to support the work of the Committee in every respect.

We again respectfully request an early conference with a staff member of the Committee to develop a Plan for Progress to cover our Union.

Respectfully yours,

James R. Hoffa
General President

JRH:non
Enclosures

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

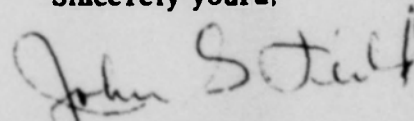
5 June 1962

Mr. James R. Hoffa, General President,
International Brotherhood of Teamsters
2801 Trumbull Avenue
Detroit 16, Michigan

Dear Mr. Hoffa:

This will acknowledge receipt of your letter of May 11
addressed to Jerry R. Holleman. As I previously in-
formed you, we expect to be in communication with
you on this matter in the not too distant future.

Sincerely yours,



John G. Felld
Executive Director

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

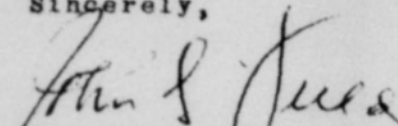
August 6, 1962

Dear Mr. Hoffa:

Your recent letter to the President has been forwarded to my office for reply.

The Committee is continuing its plan for the development of an appropriate adaptation of the Plans for Progress program for trade unions. As these plans develop, you may be sure you will be informed by the Committee.

Sincerely,


John G. Feild

Executive Director

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America
25 Louisiana Avenue, N. W.
Washington 1, D. C.

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE 2601 THUMBALL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE., N.W.
WASHINGTON 1, D. C.



November 20, 1962

Mr. Robert L. Taylor
Executive Vice Chairman
The President's Committee on
Equal Employment Opportunity
Department of Labor Building
14th Street & Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Taylor:

It is our understanding that on November 16, 1962 you stated to a newspaper reporter that the reason the International Brotherhood of Teamsters did not participate with 100 national trade unions in signing pledges to eliminate employment discrimination was that our Union had not contacted the President's Committee. I would appreciate it very much if you would advise us whether you made such a statement. We cannot believe that you did.

My letter dated April 10, 1962, addressed to Vice President Johnson, I stated that the policies and practices of our Union with respect to employment opportunities have been and will continue to be in complete conformity with the policies and objectives of the President's Committee and that we would be pleased to support the Committee in every

Page 2
November 20, 1962
Mr. Robert L. Taylor

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Regardless of whether you have made the statement attributed to you, it is the hope of our Union that, inasmuch as you have at long last been successful in persuading AFL-CIO affiliates to accord cooperation to the Committee, the Committee may now be willing to grant equal opportunity to our Union to sign a pledge against discrimination which our Union would have been willing to sign as long ago as April, 1962.

Page 3
November 20, 1962
Mr. Hobart L. Taylor

Despite the way in which the Committee has dealt with our Union, we will continue to support the work of the Committee in every respect, and we again respectfully request a conference with a member of your staff to arrange for the execution of a pledge by our Union.

Respectfully yours,

James R. Hoffa
General President

JRH:JCS/11

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D. C.



February 11, 1963

Mr. Robert L. Taylor
Executive Vice Chairman
The President's Committee on
Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Taylor:

In the name of social justice, fair play and
democratic decency, I request a reply to my letter of Novem-
ber 20, 1959.

Very truly yours,

James R. Hoffa
General President

JRH:non

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

MAR 1 1963

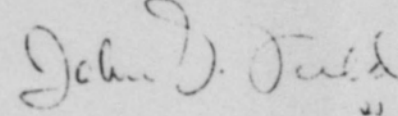
Mr. James R. Hoffa
General President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers
of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Sir:

This is to acknowledge receipt of your letter of
February 11, 1963, and earlier communications.

Mr. Taylor has asked me to inform you that the
statement attributed to him, with respect to the
reasons why your union had not signed a Plan for
Fair Practices, was not accurate. He has never
stated to a newspaper reporter that the Teamster's
Union had not contacted the President's Committee.

Sincerely yours,



John G. Feild
Executive Director

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
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OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D. C.

July 3, 1963



The Honorable Lyndon B. Johnson
Vice President of the United States
Washington 25, D. C.

Dear Mr. Vice President:

It is by now apparent that the President's Committee on Equal Employment Opportunity has decided that the International Brotherhood of Teamsters does not exist for the purpose of signing a Plan for Fair Practices. A summary reading of the enclosed correspondence makes this conclusion inescapable. In my judgment such conduct constitutes another chapter in the continuing vendetta which the Kennedy Administration is carrying out against the Teamsters Union. It is most unfortunate that in this instance such reprisal comes at the expense of a program to promote equal employment opportunity.

Hence, in the light of the resistance which this Union has encountered from the President's Committee we have decided that any further efforts would be futile. However, this will advise that the International Brotherhood of Teamsters will continue its policy of non-discrimination as it has in the past and will continue to exert its best efforts to promote equality of employment opportunity. In this

The Honorable Lyndon B. Johnson
Page two
July 3, 1963

connection I am enclosing a copy of an editorial appearing in the June 1963 issue of "The International Teamster" which sets forth the position of the Teamsters Union on the question of racial equality.

Very truly yours,

James R. Hoffa
General President

JRH/alh
Enclosures

Copies to: The Honorable W. Willard Virts
The Honorable Adam Clayton Powell
The Honorable James Roosevelt
Mr. James Farmer
Mr. James Foreman
Mr. Herbert Hill
The Reverend Martin Luther King
Mr. A. Phillip Randolph

Message from the President

— But One Moral Choice —

It has been a long time since anyone in this country has fought to obtain rights with the same vigor and spirit the American Negro now utilizes in seeking what is rightfully his.

Not since the 1930's when labor battled with company goons on the streets of Detroit for decent wages and dignity on the job has this country witnessed revolution such as the one which is sweeping the South and threatens to erupt in the North.

I can understand why an Attorney General with Bobby Kennedy's mentality and background would fail to understand the civil rights fight of the Negro, as a leading Negro author has charged. But I can't for a moment comprehend the working man who has anything but understanding and encouragement for the American Negro. Especially should we expect guidance and encouragement from our older members who once had to fight for rights we now take for granted.

Any labor leader worth his salt should recognize that the Negro today is being frustrated by the same methods which were used to fight unionization in the 1930's. We've all run up against anti-picketing ordinances, against the court injunction which forbade peaceful assembly, against police whose mental makeup was symbolized by the riot stick he carried in his clenched and irrational fist.

These are not much different from the frustrations incurred by Negroes in the South, with the possible exception that tyrants have found that a K-9 corps can do the work formerly performed by Pinkerton detectives.

But how much more refined we are in the North with our subtle ways than is the plantation type of discrimination.

All we need do is ask ourselves who makes up the majority in the vast pools of unemployed, say in Detroit, and we shamefully must admit that it is the American Negro. Who is hardest hit by the curse of automation when the employer looks upon new technology simply as a labor cost-cutting device—the American Negro and other minority groups.

Look around and see who is employed at the dirty service jobs which pay the least. Look around and see who holds the good paying jobs in the country, and who has no opportunity at these jobs because of color. Look at the nation's slums and see who lives in the cities' rat infested flats—and check the color of the landlord's skin who pockets the exorbitant rent.

Then stop and examine some first-hand knowledge you all have if you belong to the working class of people



in this nation. Regardless of the color of our skin, we all get that hungry feeling in the same place when there isn't enough food to go around. We all hurt in the same place when we know that as head of a household we cannot provide for our families. One who has experienced that can understand how bitterness takes the place of hope if such deprivation is because of one's color. It's not much different than the bitterness in the 30's of one who found himself blacklisted because he carried a union card in his pocket and could find no job to support his family.

Vice President Lyndon Johnson has said: "Until justice is blind to color, until education is unaware of race, until opportunity is unconcerned with the color of men's skins, emancipation will be a proclamation but not a fact."

The *New York Times* has editorially taken the Attorney General to task for laughing at the proposal that his brother, The President, accompany Negro students to the campus (University of Alabama) and see that they are enrolled.

Peace Corps Director Sargent Shriver has said that "If we as citizens, and as a Nation, can commit ourselves to the solution of this problem, then it can be solved. If we don't, government can never solve it."

We in the Teamsters can pride ourselves in one fact — there are no Jim Crow local unions in this organization. To claim that an International Union of 1½ million members is entirely free from discrimination would be the height of naivete, indeed, but in the makeup of our local unions, man is judged on his trade union philosophy and his dedication to the struggle — not by color.

Yet, this is not nearly enough. I want to take this opportunity to urge all Teamster members—in this time when Negroes have become angry Americans—to let brotherhood be their guide.

As the world's largest union, we have but one moral choice—to guard that bigotry and prejudice do not hinder us in our fight against economic and social problems which plague all human beings—regardless of race, color or creed.

James R. Hoffa

The International Teamster

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
25 LOUISIANA AVE. N.W.
WASHINGTON 1, D. C.



April 10, 1962

The Honorable Lyndon B. Johnson
Vice President of the United States
of America
Chairman, The President's Committee
on Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Vice President:

It is my understanding that the President's Committee on Equal Employment Opportunity is developing Plans for Progress for labor unions. Inasmuch as the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the Committee, we will be pleased to support the work of the Committee in every respect. In addition, we respectfully request an early conference with a member of your staff to develop a Plan for Progress to cover our union.

Respectfully yours,

James R. Hoffa
General President

JRH:non

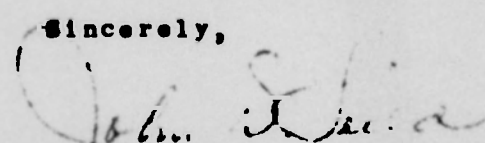
THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNIT'
WASHINGTON 25, D.C.

April 17, 1962

Dear Mr. Hoffa:

This will acknowledge receipt of your letter of April 10, 1962 addressed to the Vice President. The Committee has this matter under consideration and will be in communication with you.

Sincerely,



John G. Feild
Executive Director

Mr. James R. Hoffa
General President
International Brotherhood of Teamsters
2601 Trumbull Avenue
Detroit 16, Michigan

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
22 LOUISIANA AVE. N.W.
WASHINGTON 1, D. C.

May 11, 1962



The Honorable Jerry R. Holleman
Vice Chairman, The President's Committee
on Equal Employment Opportunity
Department of Labor Building
14th Street and Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Holleman:

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Respectfully yours,

James R. Hoffa
General President

JRH/slb

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS · WAREHOUSEMEN & HELPERS
OF AMERICA

MAIN AND PRINCIPAL OFFICE, 2801 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. MOFFA •
GENERAL PRESIDENT
38 LOUISIANA AVE., N.W.
WASHINGTON 1, D. C.



June 1, 1962

The President
The White House
Washington 25, D. C.

Mr. President:

Enclosed are copies of a self-explanatory letter, dated April 10, 1962, addressed to Vice President Johnson, and a letter, dated May 11, 1962, to Mr. Holloman, then Vice Chairman of the President's Committee on Equal Employment Opportunity, in which I stated that the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities have been and will continue to be in complete conformity with the policies and objectives of your Committee and that our Union will be pleased to support the work of the Committee in every respect.

We again respectfully request an early conference with a staff member of the Committee to develop a Plan for Progress to cover our Union.

Respectfully yours,

James R. Moffa
General President

JRM:non
Enclosures

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

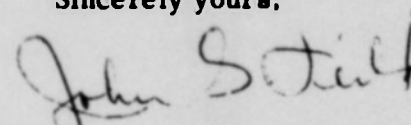
5 June 1962

Mr. James R. Hoffa, General President,
International Brotherhood of Teamsters
2801 Trumbull Avenue
Detroit 16, Michigan

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THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
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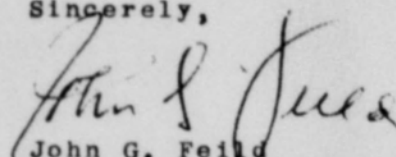
August 6, 1962

Dear Mr. Hoffa:

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John G. Feilo
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Mr. James R. Hoffa
General President
International Brotherhood of Teamsters,
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25 Louisiana Avenue, N. W.
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INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS • WAREHOUSEMEN & HELPERS
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WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
29 LOUISIANA AVE. N.W.
WASHINGTON 1, D.C.



November 20, 1962

Mr. Robert L. Taylor
Executive Vice Chairman
The President's Committee on
Equal Employment Opportunity
Department of Labor Building
14th Street & Constitution Avenue, N. W.
Washington, D. C.

Dear Mr. Taylor:

It is our understanding that on November 16, 1962 you stated to a newspaper reporter that the reason the International Brotherhood of Teamsters did not participate with 100 national trade unions in signing pledges to eliminate employment discrimination was that our Union had not contacted the President's Committee. I would appreciate it very much if you could advise us whether you made such a statement. We cannot believe that you did.

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Page 3
November 20, 1962
Mr. Hobart L. Taylor

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Respectfully yours,

James R. Hoffa
General President

JRH:JCS//

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
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MAIN AND PRINCIPAL OFFICE: 2201 TRUMBULL AVENUE DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
30 LOUISIANA AVE. N.W.
WASHINGTON 1, D. C.



February 11, 1963

Mr. Robert L. Taylor
Executive Vice Chairman
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Washington 25, D. C.

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In the name of social justice, fair play and
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JRH:son

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

MAR 1 1963

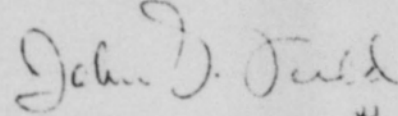
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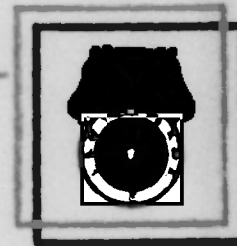
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MAIN AND PRINCIPAL OFFICE, 2201 TRUMBULL AVENUE, DETROIT 16, MICHIGAN

WASHINGTON OFFICE OF
• JAMES R. HOFFA •
GENERAL PRESIDENT
2215 LOUISIANA AVE., N.W.
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July 3, 1963



The Honorable Lyndon B. Johnson
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Washington 25, D. C.

Dear Mr. Vice President:

It is by now apparent that the President's Committee on Equal Employment Opportunity has decided that the International Brotherhood of Teamsters does not exist for the purpose of signing a Plan for Fair Practices. A summary reading of the enclosed correspondence makes this conclusion inescapable. In my judgment such conduct constitutes another chapter in the continuing vendetta which the Kennedy Administration is carrying out against the Teamsters Union. It is most unfortunate that in this instance such reprisal comes at the expense of a program to promote equal employment opportunity.

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The Honorable Lyndon B. Johnson
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July 3, 1963

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James R. Hoffa
General President

JRH/alh
Enclosures

Copies to: The Honorable W. Willard Virts
The Honorable Adam Clayton Powell
The Honorable James Roosevelt
Mr. James Farmer
Mr. James Foreman
Mr. Herbert Hill
The Reverend Martin Luther King
Mr. A. Phillip Randolph

Message from the President

— But One Moral Choice —

It has been a long time since anyone in this country has fought to obtain rights with the same vigor and spirit the American Negro now utilizes in seeking what is rightfully his.

Not since the 1930's when labor battled with company goons on the streets of Detroit for decent wages and dignity on the job has this country witnessed revolution such as the one which is sweeping the South and threatens to erupt in the North.

I can understand why an Attorney General with Bobby Kennedy's mentality and background would fail to understand the civil rights fight of the Negro, as a leading Negro author has charged. But I can't for a moment comprehend the working man who has anything but understanding and encouragement for the American Negro. Especially should we expect guidance and encouragement from our older members who once had to fight for rights we now take for granted.

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The *New York Times* has editorially taken the Attorney General to task for laughing at the proposal that his brother, The President, accompany Negro students to the campus (University of Alabama) and see that they are enrolled.

Peace Corps Director Sargent Shriver has said that "If we as citizens, and as a Nation, can commit ourselves to the solution of this problem, then it can be solved. If we don't, government can never solve it."

We in the Teamsters can pride ourselves in one fact—there are no Jim Crow local unions in this organization. To claim that an International Union of 1½ million members is entirely free from discrimination would be the height of naivete, indeed, but in the makeup of our local unions, man is judged on his trade union philosophy and his dedication to the struggle—not by color.

Yet, this is not nearly enough. I want to take this opportunity to urge all Teamster members—in this time when Negroes have become angry Americans—to let brotherhood be their guide.

As the world's largest union, we have but one moral choice—to guard that bigotry and prejudice do not hinder us in our fight against economic and social problems which plague all human beings—regardless of race, color or creed.

James R. Hoffa

The International Teamster

Equal Empl. Opp.

ADMINISTRATIVE FILE

*Equal Employment
Opportunity*

X

April 10, 1962

The Honorable Lyndon B. Johnson
Vice President of the United States
of America
Chairman, The President's Committee
on Equal Employment Opportunity
Washington 25, D. C.

Dear Mr. Vice President:

It is my understanding that the President's Committee on Equal Employment Opportunity is developing Plans for Progress for labor unions. Inasmuch as the policies and practices of the International Brotherhood of Teamsters with respect to employment opportunities has been and will continue to be in complete conformity with the policies and objectives of the Committee, we will be pleased to support the work of the Committee in every respect. In addition, we respectfully request an early conference with a member of your staff to develop a Plan for Progress to cover our union.

Respectfully yours,

James R. Hoffa
General President

JRH:non

From the Desk of:
FLORIAN BARTOSIC

Date _____

MR. GIBBONS

For your consideration,

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DRAFT

The Honorable Lyndon B. Johnson
Vice President of the United States of America
Chairman, The President's Committee on Equal
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Washington 25, D. C.

Dear Mr. Vice President:

It is my understanding that the President's
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for Progress to cover our union.

Respectfully yours,

James R. Hoffa
General President

From the Desk of:
FLORIAN BARTOSIC

6-9-61
Date

4

TO: GENERAL PRESIDENT HOFFA
MR. GIBBONS
MR. PREVIA
MR. THIRION
MR. ZAGRI

RE: PROPOSED RULES AND REGULATIONS OF THE
PRESIDENT'S COMMITTEE ON EQUAL EMPLOY-
MENT OPPORTUNITY

See particularly Section 60-1.6, sub-
section (b) (2) entitled Union Statement
and section 60-1.7 entitled Compliance By
Labor Unions.

ADMINISTRATIVE FILE

President's Committee
on Equal Employment
Opportunity

THE PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY
WASHINGTON 25, D.C.

June 7, 1961

Dear Sir:

Enclosed is a copy of the proposed Rules and Regulations of the President's Committee on Equal Employment Opportunity governing employment by Federal contractors. These Rules and Regulations are issued in accordance with Executive Order 10925, creating this Committee, which became effective April 7, 1961.

Vice President Johnson, Chairman of the Committee, has called a public hearing for 10 a.m., Thursday, June 15, to be held in the General Services Administration Auditorium, between 18th and 19th on "F" Street N.W., in Washington, D. C., for consideration of these Rules and Regulations. If necessary, the hearing will be continued through June 16. He has appointed a Subcommittee of Abe Fortas, Washington attorney, Walter Reuther, president of the UAW, and Siliman Evans, Jr., publisher of the Nashville Tennessean, to conduct the hearing. Following the hearing, the final Rules and Regulations will be adopted by the Committee, at which time they will be published in the Federal Register.

You or your representative will be welcome to attend and participate in the public hearing, or, if you wish, you may submit a written presentation for study by the subcommittee no later than June 12. While it may not be possible for all who are interested to appear before the subcommittee, every effort will be made to insure the widest possible representation. All requests to appear before the subcommittee should be filed with this office at the earliest possible moment, at the very latest by June 12.

Sincerely,

John G. Feild

John G. Feild
Executive Director

Enclosure

PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

41 CFR CHAPTER 607

NONDISCRIMINATION ON GOVERNMENT CONTRACTS

Notice is hereby given that pursuant to section 306 of Executive Order 10925 of March 6, 1961 (26 F.R. 1977) the President's Committee on Equal Employment Opportunity proposes to amend Title 41 of the Code of Federal Regulations by adding thereto a new chapter, designated as Chapter 60. The proposal is intended to promote and insure equal employment opportunity on public contracts for all qualified persons without regard to race, color, or national origin. As an interim measure pending further study in this area, the proposal seeks to continue existing policies and practices promoting equal employment opportunity, including exemptions, initiated under Executive Orders 10479 of August 13, 1953 (18 F.R. 4899) and 10557 of September 3, 1954 (19 F.R. 5665), except where immediate changes appear to be required or appropriate under Executive Order 10925. Interested persons may submit written data, views, or arguments, or may make oral presentations concerning the proposal before a hearing examiner on June 15, 1961, at 10:00 a.m. e.d.t., at the General Services Administration Auditorium, between 18th and 19th on "F" Street N.W., in Washington, D.C. The notice shall state the name and address of the person; specify his interest; and indicate the amount of time he shall require to make his oral presentation.

CHAPTER 60-1 - EQUAL EMPLOYMENT OPPORTUNITY

PART 60-1 - OBLIGATIONS OF GOVERNMENT CONTRACTORS
AND SUBCONTRACTORS

SUBPART A - PRELIMINARY MATTERS; CONTRACT AGREEMENTS;
EXEMPTIONS; COMPLIANCE REPORTS

SECTION 60-1.1 - PURPOSE AND APPLICATION

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60-1.2 Definitions. 60-1.1-02
60-1.3 Contract agreements; exemptions. 60-1.1-03
60-1.4 Interpretations. 60-1.1-04
60-1.5 Duties of contracting agency. 60-1.1-05
60-1.6 Compliance reports. 60-1.1-06
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Department of Justice or contract termination. 60-1.1-21
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PRESIDENT'S COMMITTEE ON EQUAL EMPLOYMENT OPPORTUNITY

41 CFR CHAPTER 80

NONDISCRIMINATION ON GOVERNMENT CONTRACTS

Notice is hereby given that pursuant to section 306 of Executive Order 10925 of March 6, 1961 (26 F.R. 1977) the President's Committee on Equal Employment Opportunity proposes to amend Title 41 of the Code of Federal Regulations by adding thereto a new chapter, designated as Chapter 80. The proposal is intended to promote and insure equal employment opportunity on public contracts for all qualified persons without regard to race, color, or national origin. As an interim measure pending further study in this area, the proposal seeks to continue existing policies and practices promoting equal employment opportunity, including exemptions, initiated under Executive Orders 10479 of August 13, 1963 (18 F.R. 4899) and 10657 of September 3, 1964 (19 F.R. 5665), except where immediate changes appear to be required or appropriate under Executive Order 10925. Interested persons may submit written data, views, or arguments, or may make oral presentations concerning the proposal before a hearing examiner on June 15, 1961, at 10:00 a.m. e.d.t., at the General Services Administration Auditorium, between 18th and 19th on "F" Street N.W., in Washington, D.C. The notice shall state the name and address of the person; specify his interest; and indicate the amount of time he shall require to make his oral presentation.

If such interested persons anticipate supplementing their oral presentation with written material, such material must be filed in quadruplicate (original and three copies) with the hearing examiner at the time of oral presentation.

Interested persons desiring to present only written data, views, or arguments shall file these in quadruplicate (original and three copies) with the Executive Vice Chairman not later than June 12, 1961, for inclusion into the record of proceedings.

The proceedings shall be stenographically reported and a transcript made which shall be available to any interested person on such terms as the presiding officer may prescribe. The presiding officer shall regulate the proceeding; dispose of procedural requests, objections, and related matters; and confine the proceedings to matters pertinent to the proposal. He shall have discretion to keep the record open for a reasonable time, which he shall specify, after the oral presentation to receive written proposals and supporting reasons, or additional data, views, and arguments from persons who have participated.

After the record has been closed, the presiding officer shall certify the complete record to the Committee, which shall thereafter issue appropriate regulations.

The proposed Chapter 60 of Title 41, Code of Federal Regulations, reads as follows:

CHAPTER 60 - EQUAL EMPLOYMENT OPPORTUNITY

PART 60-1 - OBLIGATIONS OF GOVERNMENT CONTRACTORS
AND SUBCONTRACTORS

SUBPART A - PRELIMINARY MATTERS; CONTRACT AGREEMENTS;
EXEMPTIONS; COMPLIANCE REPORTS

SUBPART B - GENERAL ENFORCEMENT; COMPLAINT
PROCEDURE

- 60-1.1 Purpose and application.
- 60-1.2 Definitions.
- 60-1.3 Contract agreements; exemptions.
- 60-1.4 Interpretations.
- 60-1.5 Duties of contracting agency.
- 60-1.6 Compliance reports.
- 60-1.7 Compliance by labor unions.
- 60-1.8 Use of compliance reports.

SUBPART B - GENERAL ENFORCEMENT; COMPLAINT
PROCEDURE

- 60-1.9 Compliance review by contracting agency.
- 60-1.10 Compliance review by Secretary of Labor.
- 60-1.11 Compliance review by Executive Vice Chairman.
- 60-1.12 Who may file complaint.
- 60-1.13 Where to file.
- 60-1.14 Contents of complaint.
- 60-1.15 Processing of complaints by contracting agency.
- 60-1.16 Investigation of complaints by Secretary of Labor.
- 60-1.17 Assumption of jurisdiction by Executive Vice Chairman over cases before contracting agency.
- 60-1.18 Processing of complaints by Executive Vice Chairman.
- 60-1.19 Procedure in ineligibility cases.
- 60-1.20 Reinstatement of ineligible contractors or subcontractors.
- 60-1.21 Opportunity to achieve compliance before referral to the Department of Justice or contract termination.
- 60-1.22 Notification of the Comptroller General in cases of contract ineligibility.
- 60-1.23 Contract ineligibility list.

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60-1.35 Compliance reports,
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60-1.45 Who may file complaints,
60-1.46 Where to file,
60-1.47 Contents of complaint,
60-1.48 Processing of complaint by contracting agency,
60-1.49 Investigation of complaint by Secretary of Labor,
60-1.50 Assumption of jurisdiction by Executive Vice Chairman,
60-1.51 Over cases before contracting agency,
60-1.52 Processing of complaint by Executive Vice Chairman,
60-1.53 Procedure in ineligible cases,
60-1.54 Reinstatement of ineligible contractors or subcontractors,
60-1.55 Opportunity to achieve compliance before referral to the
Department of Justice or contract termination,
60-1.56 Notification of the Comptroller General in cases of
contract ineligibility,
60-1.57 Contract ineligibility list,
60-1.58

AUTHORITY: §§ 60-1.1 to 60-1.32 issued under sec. 306, 1961
R. O. MOSES, 26 F.R. 1977. For other provisions, see the whole of
the Act.

SUBPART A - PRELIMINARY MATTERS; CONTRACT AGREEMENTS; COMPLIANCE REPORTS

§ 60-1.1 Purpose and application.

The purpose of the regulations in this part is to achieve the aims of Part III of Executive Order 10925 for the promotion and insuring of equal opportunity for all qualified persons, without regard to race, color, creed, or national origin, employed or seeking employment on Government contracts. The regulations apply to all contracting agencies and to all contractors and subcontractors who perform Government contracts.

§ 60-1.2 Definitions.

- (a) "Committee" means the President's Committee on Equal Employment Opportunity.
- (b) "Chairman" means Chairman of the Committee.
- (c) "Vice Chairman" means the Vice Chairman of the Committee.
- (d) "Executive Vice Chairman" means the Executive Vice Chairman of the Committee.
- (e) "Order" means Executive Order 10925 of March 6, 1961 (26 F.R. 1977).

- (f) "Contract" means any binding legal relationship between the Government and a contractor for goods or services,

including construction, or for the use of government property,
in which the parties, respectively, do not stand in the relation-
ship of employer and employee.

(g) "Contract modification" means any written alteration
in the specifications of an existing contract accomplished by
bilateral action of the parties to the contract, including such
bilateral actions as supplemental agreements and amendments.

(h) "Subcontract or purchase order", as used in section
301 (7) of the Order, means, respectively, any contract made or
purchase order executed with a contractor or subcontractor to obtain
goods or services to be used in the performance of any contract sub-
ject to the order.

(i) "Prime Contractor" means any contractor holding a
contract with the government.

(j) "First-tier subcontractor" means any contractor holding
a contract with a Government prime contractor calling for supplies or
services required for the performance of a Government prime contract.

(k) "Contracting agency" means any executive department
(including the Departments of the Army, the Navy, and the Air Force)
and any independent establishment in the executive branch of the
Government, including any wholly-owned Government corporation, which
enters into contracts.

§ 60-1.3 Contract Assessments; exemptions.

(a) Requirements of the Order. Each contracting agency shall include in each of its contracts or contract modifications the nondiscrimination provisions of section 301 of the Order. Each subcontract or purchase order shall include the nondiscrimination provisions of section 301 of the Order or incorporate them by reference.

(b) Exemptions. (1) Specific contracts, subcontracts, or purchase orders. The Executive Vice Chairman may exempt a contracting agency from requiring the inclusion of the contract provisions set forth in section 301 of the Order in any specific contract, subcontract or purchase order when he deems that special circumstances in the national interest so require. Requests for such exemptions may be submitted in accordance with § 60-1.30.

(2) Transactions of \$5,000 or under. Contracts, purchase orders and other transactions not exceeding \$5,000 are exempt from the requirements of section 301 of the Order.

(3) Subcontracts under \$10,000. Any subcontract not exceeding \$10,000, and any combination of subcontracts by a contractor under the same principal contract, none of which exceed \$10,000 or in the aggregate exceed \$50,000, shall be exempt from the requirements of paragraph 5 of the contract clauses provided for in section 301 of the Order as implemented by § 60-1.6 of this part, providing for the submission of compliance reports

under section 302 of the Order.

(4) Pocket-sized purchase order forms. Purchase orders on Standard Form 44 or other authorized pocket-sized purchase order forms may incorporate by reference the nondiscrimination requirement of section 301 of the Order.

(5) Contracts outside United States. (1) Contracts, subcontracts, or purchase orders to be performed outside the United States and its territories, possessions and dependencies are exempt from the requirements of section 301 of the Order, where no recruitment of workers within the limits of the United States is involved.

(6) Withdrawal of exemption. Where any class of contracts, subcontracts or purchase orders subject to the Order is exempted under this section, the Executive Vice Chairman may withdraw the exemption in the case of specific contracts, where in his judgment, the national interest does not require the exemption, and where such action is necessary or appropriate to achieve the purposes of the Order.

§ 60-1.4 Interpretations.

(e) Inclusion of the nondiscrimination contract provisions is not required in contracts where their performance does not involve the employment of persons.

(h) The obligation to include the nondiscrimination contract provisions exists even though the contract is required to be awarded to the lowest responsible bidder.

§ 40-1.6 Duties of contracting agency.

(a) General Responsibility. The head of each contracting agency shall be primarily responsible for obtaining compliance with the contract provisions set forth in section 301 of the Order, the Regulations in this part, and any orders of the Committee. Further, each contracting agency shall furnish the Committee such information and assistance as it may require in the performance of its functions under the Order.

(b) Contracts Compliance Officers and Deputy Contracts Compliance Officers: Designation: Duties. The head of each contracting agency shall appoint from among its personnel a Contracts Compliance Officer, who shall be subject to the immediate supervision of the head of the contracting agency for carrying out the responsibilities of the agency under this part. The head of the contracting agency may also designate, when appropriate, Deputy Contracts Compliance Officers to assist the Contracts Compliance Officer in the performance of his duties. The name of each Contracts Compliance Officer and any Deputy Contracts Compliance Officers, their addresses, telephone numbers, and any changes made in their designation shall be furnished to the Executive Vice Chairman.

(c) Regulations. The head of each contracting agency may prescribe, subject to the prior approval of the Chairman upon the advice of the Executive Vice Chairman, regulations not inconsistent with those in this part for the administration of the nondiscrimination provisions of Part III of the Order. Prior to receipt of the approval of the Chairman, as provided in this paragraph, current agency regulations relating to nondiscrimination in Government procurement may be continued to the extent that they are not inconsistent with the regulations in this part and with Part III of the Order.

§ 60-1.3 Compliance reports.

(a) Requirements for contractors and subcontractors.

(1) General. The contracting agency shall require each contractor having a contract containing the provisions prescribed in section 301 of the Order to file, and to cause each of its first-tier subcontractors not exempted by § 60-1.3 of this part to file, Compliance Reports with the contracting agency, which shall be subject to review by the Executive Vice Chairman upon request. The Compliance Reports shall be filed within 30 days after the award or negotiation of the contract by the contracting agency and within 30 days of the making of a first-tier subcontract, on forms prescribed by the Committee which may be obtained from the contracting agency. Among other

things, the terms shall provide that whenever the contractor or subcontractor has a collective bargaining agreement or other contract or understanding with a labor union or other representative of employees, information shall be furnished as to the labor union's or other workers' representative's practices and policies affecting compliance, but where such information is within the exclusive possession of a labor union or other workers' representative and the labor union or other workers' representative shall refuse to furnish such information, the contractor or subcontractor shall so certify in his report and shall set forth what efforts he has made to obtain such information. When such refusal is certified, the contracting agency shall immediately advise the Executive Vice Chairman. Subsequent Compliance Reports shall be filed at regular intervals in the frequency indicated upon the prescribed forms or at such other times as the Executive Vice Chairman may direct. When a first-tier subcontractor contracts with another subcontractor for the performance of work upon a Government contract, notice of all subcontracts not excepted by § 80-1.3 shall be furnished the prime contractor who shall forward such notice to the contracting agency. The Executive Vice Chairman or the contracting agency may require any such subcontractors to furnish a Compliance Report when deemed appropriate.

(3) Where required on other current contracts.

Whenever a contractor or subcontractor is already currently engaged in the performance of any part or all of another contract with any

contracting agency subject to the Order and these regulations, and whenever in the judgment of the contracting agency additional Compliance Reports are not needed to carry out the nondiscriminatory provisions required by the Order, the requirements of subparagraph (1) of this paragraph may be satisfied by the contractor or subcontractor filing a statement identifying by number and description the other contract or contracts involved and indicating with whom Compliance Reports under the other contract or contracts have already been and are being filed, or by filing a true copy or copies of Compliance Reports previously submitted.

(b) Requirements of bidders or prospective contractors.

(1) Previous Government Contracts. Each contracting agency shall require any bidder or prospective contractor to state on behalf of itself and any known prospective subcontractor as an initial part of the bid or negotiations of the contract whether it has participated in any previous contract subject to the provisions of section 301 of the Order. In the event a bidder, prospective contractor, or prospective subcontractor has so participated, the agency may in appropriate cases require the submission of a Compliance Report by such participant. The Compliance Report shall be on forms prescribed by the Committee and available from the contracting agency.

(2) Union Statement. Each contracting agency shall direct any bidder and any of its known prospective subcontractors to

file as a part of the bid or negotiation of the contract, a statement in writing, signed by an authorized officer or agent of any labor union or other workers' representative with which the bidder or prospective contractor, or subcontractor, deals or has reason to believe he will deal, together with supporting information, to the effect that the said labor union's or other workers' representative's practices and policies do not discriminate on the grounds of race, color, creed, or national origin, and that the labor union or other workers' representative either will affirmatively cooperate, within the limits of its legal and contractual authority, in the implementation of the policy and provisions of the Order or that it consents and agrees that recruitment, employment and the terms and conditions of employment under the proposed contract shall be in accordance with the purposes and provisions of the Order. In the event the union or other workers' representative refuses to execute such a statement, the bidder or prospective contractor shall so certify, and state what efforts have been made to secure such a statement. When such refusal has been certified, the contracting agency shall immediately advise the Executive Vice Chairman.

§ 60-1.7 Compliance by labor unions.

(a) The Executive Vice Chairman shall use his best efforts, directly and through contracting agencies, contractors, subcontractors, state and local officials and public and private agencies, and all other available instrumentalities, to cause any labor union,

recruiting agency or other representative of workers who is or may be engaged in work under Government contracts to cooperate with, and to comply in the implementation of the purposes of these regulations and the Order.

(b) In order to effectuate the purposes of paragraph (a) of this section, the Executive Vice Chairman may hold hearings, public or private, with respect to the practices and policies of any such labor organization.

(c) The Executive Vice Chairman may also notify any Federal, state, or local agency of his conclusions and recommendations with respect to any such labor organization which in his judgment has failed to cooperate with the Committee, contracting agencies, contractors, or subcontractors in carrying out the purposes of these regulations and the Order.

§ 60-1.8 Use of Compliance Reports.

The contracting agency and the Committee shall use the Compliance Reports required under § 60-1.6 and 60-1.7 only in connection with the enforcement of the nondiscrimination contract provisions required by section 301 of the Order.

**SUBPART B - GENERAL ENFORCEMENT;
COMPLAINT PROCEDURE**

§ 60-1.9 Compliance review by the contracting agency.

(a) General. Both routine and special compliance reviews shall be conducted by the contracting agency to ascertain

the extent to which contractors and subcontractors are complying with the Order, and to furnish information that may be useful in the contracting agency and the Committee in carrying out their functions under the Order.

(b) Routine compliance review. A routine compliance review consists of a brief review of the practices of the contractor or subcontractor to ascertain compliance with the requirements of the Order. This type of review shall include a verification that the notice is appropriately posted as required by the nondiscrimination provisions and that such provisions are included in any subcontracts. A routine compliance review shall be considered a normal part of contract administration.

(c) Special compliance review. A special compliance review consists of a comprehensive review of the employment practices of the contractor or subcontractor with respect to the requirements of the Order. Special compliance reviews shall be conducted by the Executive Vice Chairman or the contracting agency (1) from time to time, (2) when special circumstances, including complaints which are processed under § 40-1.15 warrant, or (3) when requested by the Executive Vice Chairman. The contracting agency shall report the results of any special compliance review to the Executive Vice Chairman.

§ 60-1.10 Compliance review by the Secretary of Labor.

The Committee, through the Secretary of Labor, may conduct special compliance reviews of the type described in paragraph (c) of § 60-1.9.

§ 60-1.11 Compliance review by Executive Vice Chairman.

The Executive Vice Chairman may carry out such compliance reviews as he may deem appropriate. Such reviews shall be of the type described in paragraph (c) of § 60-1.9.

§ 60-1.12 Who may file complaints.

Any employee of any Government contractor or subcontractor as applicant for employment with such contractor or subcontractor who believes himself to be aggrieved under the provisions of Section 801 of the Order may, by himself or by an authorized representative, file in writing a complaint of alleged discrimination.

§ 60-1.13 Where to file.

Complaints may be filed with the contracting agency or with the Committee. Those filed with the Committee may be referred to the contracting agency for processing, or they may be processed in accordance with § 60-1.12. Where complaints are filed with the contracting agency, the Contracts Compliance Officer shall transmit a copy of the complaint to the Executive Vice Chairman within ten days after the receipt thereof and shall proceed with a prompt investigation of the complaint.

§ 60-1.14 Contents of complaint.

(a) The complaint should include the following information: the name and address of the complainant; the name and address of the contractor or subcontractor committing the alleged discrimination; a description of the acts considered to be discriminatory; and any other pertinent information which will assist the investigation and resolution of the complaint. The complaint shall be signed by the complainant.

(b) Where a complaint contains incomplete information, the contracting agency or the Executive Vice Chairman, as the case may be, shall seek promptly the needed information from the complainant. In the event such information is not furnished within a reasonable time to the contracting agency or the Executive Vice Chairman, the case may be closed.

§ 60-1.15 Processing of complaints by Contracting Agency.

(a) Investigation. (1) The contracting agency shall institute a prompt investigation of each complaint filed with it or referred to it, and shall be responsible for developing a complete case record. The investigation should include, where appropriate, a review of the pertinent personnel practices or policy of the contractor or subcontractor, the circumstances under which the alleged discrimination occurred, and such other factors which may determine whether the contractor or subcontractor has complied with the nondiscrimination provisions of the contract.

(2) When a complaint is filed against a contractor or subcontractor who has contracts with more than one contracting agency, the contracting agency having the predominant interest in such government contracts shall conduct the investigation and make such findings and determinations as shall be appropriate for the administration of the Order.

(b) Resolution of complaint.

(1) If the investigation by the contracting agency shows no violation of the nondiscrimination provisions, the contracting agency shall so inform the Committee. The Executive Vice Chairman shall review the findings and upon concurrence there-with shall so notify the complainant and the case shall be closed. If upon review, the Executive Vice Chairman does not concur with the findings of the contracting agency, he may request further investigation by the contracting agency or may undertake such investigations by the Committee as he may deem appropriate.

(2) If the investigation indicates the existence of an apparent violation of the nondiscrimination provisions, the matter should be resolved by conciliatory means whenever possible.

(3) If a case in which the investigation has shown an apparent discrimination is not resolved by conciliatory means, the contracting agency may afford the contractor or subcontractor complained against an opportunity for a hearing before reporting its findings and recommendations to the Executive Vice Chairman.

as provided in paragraph (c) of this section; provided, however, that whenever ineligibility for any government contract (i.e., debarment) of the contractor or subcontractor may be proposed, such contractor or subcontractor shall be afforded an opportunity for a hearing under § 60-1.19 before the head of the contracting agency or his authorized representative; provided, further, that the contracting agency shall not impose any sanction or penalty under section 312 of the Order, except under subsection (d) of that section relating to contract termination, without the prior approval of the Committee; and provided, further, that no case shall be referred to the Department of Justice as provided in section 312 (b) of the Order and no contract shall be terminated in whole or in part under section 312 (d) of the Order without compliance with § 60-1.21 of this part.

(c) Report to the Executive Vice Chairman.

Within 30 days after the completion of the case processing, the head of the contracting agency or his authorized representative shall submit to the Executive Vice Chairman the case record and a summary report containing the following information:

- (1) Name and address of the complainant.
- (2) Brief summary of findings.
- (3) A statement of the disposition of the case, including any corrective action taken and any sanctions or penalties imposed under subsection (d) of section 312 of the Order, or,

whenever appropriate, the recommended corrective action and sanctions or penalties (except under subsection (d) of section 313 of the Order).

§ 60-1.16 Investigation of complaints by Secretary of Labor. The Secretary of Labor may conduct such investigations of complaints as may be appropriate. The investigation shall be substantially similar to that required under paragraph (e) of § 60-1.15 and any action taken or recommended with regard to complaints shall be reported to the Committee as provided in section 309 (b) of the Order.

§ 60-1.17 Assumption of Jurisdiction by Executive Vice Chairmen over cases before contracting agency.

The Executive Vice Chairmen may inquire into the status of any case pending before a contracting agency, and, where he considers it necessary or appropriate to the achievement of the purpose of Part III of the Order he may, with the approval of the Chairman, assume jurisdiction over the case and proceed as provided in § 60-1.18.

§ 60-1.18 Processing of complaints by the Executive Vice Chairman.

(a) The Executive Vice Chairman may process complaints filed with him or over which he assumes jurisdiction under § 60-1.17. Whenever the Executive Vice Chairman processes complaints filed with him or he assumes jurisdiction, he may conduct, or have conducted, such investigations, hold such hearings, make such findings, and issue such recommendations and orders as may be necessary or

appropriate to achieve the purposes of Part III of the Order; provided, however, that whenever contract ineligibility of the contractor or subcontractor may be proposed, such contractor or subcontractor shall be afforded an opportunity for a hearing under § 60-1.18 of this part before a panel of the Committee, and provided, further, that no case shall be referred to the Department of Justice as provided in Section 313 (b) of the Order and no contract shall be terminated in whole or in part under section 312 (d) of the Order without compliance with § 60-1.21 of this part.

(b) The Executive Vice Chairman shall promptly notify the contracting agency of any corrective action to be taken or any sanctions to be imposed by the contracting agency. The contracting agency shall take such action, and report the results thereof to the Chairman within the time specified in individual cases.

§ 60-1.19 Procedure in contract ineligibility cases.

(a) Notice. Before any determination is made by the Committee or the contracting agency to declare any contractor or subcontractor ineligible for future contracts under sections 301 and 313 of the Order, a notice of the proposed determination in writing and signed by the Executive Vice Chairman or the head of the contracting agency, or his authorized representative as the case may be, shall be sent to the last known address of the contractor or subcontractor by registered mail, return receipt requested.

(b) Hearing request. Any contractor or subcontractor that has been notified of a proposed determination is entitled to request an opportunity to be heard and to be represented by counsel. Any such request shall be made in writing addressed to the Executive Vice Chairman or the head of the contracting agency, or his authorized representative, as the case may be. The letter to the Executive Vice Chairman or the head of the contracting agency, or his authorized representative, may include a request for written notice specifying charges in reasonable detail. The request for an opportunity to be heard shall be made within ten days from the date of the receipt of notice of the proposed determination. If at the end of such ten-day period, no request has been received, the Executive Vice Chairman or the head of the contracting agency, or his authorized representative, may assume that an opportunity to be heard is not desired, and may proceed in the manner prescribed in paragraph (d) of this section.

(c) Hearing, time and place. Upon receipt of a request for an opportunity to be heard, the Executive Vice Chairman or the head of the contracting agency, or his authorized representative shall arrange a timely hearing. Notice of the time and place of such hearing shall be in writing, transmitted by registered mail, return receipt requested, and shall include a statement indicating the nature of the proceedings and their purpose.

(d) Determination. After the contractor or subcontractor against whom action is proposed has been afforded an opportunity to be heard by the head of the contracting agency or his authorized representative or by a panel of the Committee consisting of not less than three members thereof appointed by the Chairman or Vice Chairman of the Committee, a determination shall be made on the preponderance of the evidence. No determination by the head of contracting agency, or his authorized representative, shall be final, however, without the prior approval of a panel of the Committee.

§ 60-1.20 Reinstatement of ineligible contractors or subcontractors.

Any contractor or subcontractor declared ineligible for future Government contracts under the Order may request reinstatement in a letter directed to the Executive Vice Chairman. The procedure for reinstatement shall be substantially similar to that which could be involved if the Executive Vice Chairman had initiated the ineligibility action. In connection with the reinstatement proceeding, the contractor or subcontractor shall be required to show that it has now complied with the Order or that it has a program of compliance acceptable to the Executive Vice Chairman.

§ 60-1.21 Opportunity to achieve compliance before referrals to the Department of Justice or contract termination.

No cases shall be referred to the Department of Justice under section 312 (b) of the Order and no contract shall be

terminated in whole or in part under section 312 (d) of the Order until the expiration of 10 days (unless a longer period is fixed by the contracting agency with the approval of the Executive Vice Chairman) from the mailing of notice of such proposed referral or contract termination by the contracting agency to the contractor or subcontractor involved, affording him an opportunity to comply with the provisions of the Order. Where the case involves a proposed referral to the Department of Justice, the mailing of notice shall be after receipt from the Executive Vice Chairman of approval of such proposed action. In addition, the contracting agency shall make reasonable efforts to persuade the contractor to comply with the provisions of the Order and to take whatever corrective action that may be necessary.

§ 60-1.22 Notification of Comptroller General in case of contract ineligibility or contract termination.

Whenever a contract is terminated or whenever a contractor is declared ineligible from receiving future contracts because of noncompliance with the nondiscrimination provisions, the Executive Vice Chairman shall notify the Comptroller General of the United States.

§ 60-1.23 Contract ineligibility list.

The Executive Vice Chairman shall distribute periodically a list to all executive departments and agencies giving the names

of contractors or subcontractors who have been declared ineligible under these regulations and the Order. The Executive Vice Chairman may also publish such a list together with a list of those contractors or subcontractors who may have re-established their eligibility in such form and in such places as he may deem appropriate.

SUBPART C - CERTIFICATES OF MERIT

§ 60-1.24 By Committee on its own initiative.

The Committee acting through the Chairman or Vice Chairman may award United States Government Certificates of Merit to employers or employee organizations which are or may hereafter be engaged in work under Government contracts, if the Committee is satisfied that the personnel and employment practices of the employer, or that the personnel, training, apprenticeship, membership, grievance and representation, upgrading and other practices, and policies of the employee organization conform to the purposes and provisions of the Order.

§ 60-1.25 By Executive Vice Chairman upon agency recommendation.

The Executive Vice Chairman may award a United States Government Certificate of Merit upon the recommendation of a contracting agency. The recommendation should include a statement with sufficient details to inform the Executive Vice Chairman of the basis for the proposed award.

§ 60-1.26 Benefits.

A United States Government Certificate of Merit shall entitle the recipient employer or employee organization to an exemption from the submission of the Compliance Reports otherwise required by these regulations. Holders of Certificates of Merit should notify each agency with whom they seek contracts and should identify the Certificate by number or otherwise clearly identify the Certificate.

§ 60-1.27 Suspension or revocation.

The Committee acting through the Chairman or Vice Chairman may at any time review the continued entitlement of any employer or employee organization to a United States Government Certificate of Merit, and may suspend or revoke in the public interest the Certificate if the holder thereof, in the judgment of the Executive Vice Chairman, is no longer in compliance with the provisions of these regulations and those of the Order. The Executive Vice Chairman shall notify all contracting agencies of such suspension or revocation of the Certificate of Merit.

SUBPART D - ANCILLARY MATTERS

§ 60-1.28 Solicitations or advertisements for employees.

In solicitations or advertisements for employees placed by or on behalf of a contractor or subcontractor, the requirements of paragraph (2) of the contract provisions contained in section

301 of the Order shall be satisfied whenever the contractor or subcontractor complies with any of the following:

(a) States expressly in the solicitations or advertising that all qualified applicants will receive consideration for employment without regard to race, creed, color, or national origin;

(b) Uses display advertising, and the advertising includes an appropriate insignia prescribed by the Committee. The use of the insignia is considered subject to the provisions of 18 U.S.C. 701.

(c) Uses a single advertisement, and the advertisement is grouped with other advertisements under a caption which clearly states that all employers in the group assure all qualified applicants equal consideration for employment without regard to race, creed, color, or national origin.

(d) Uses single advertisement in which appears in clearly distinguishable type the phrase "an equal opportunity employer".

§ 60-1.20 Access to records of employment.

Each contractor and subcontractor shall permit access to his books, records, and accounts by the contracting agency, the Committee, and the Secretary of Labor for purposes of investigation to ascertain compliance with the rules, regulations, and orders of the Committee.

§ 60-1.30 Requests for exemptions.

The head of the contracting agency may request an exemption of any specific contract, subcontract, or purchase order from the requirements of the provisions of section 301 of the Order. Any such request shall be directed to the Executive Vice Chairman, who shall rule upon the request in accordance with paragraph (b) of

§ 60-1.31.

§ 60-1.31 Rulings and interpretations.

All questions arising in any contracting agency relating to the application and interpretation of the regulations contained in this part and in the Order shall be referred to the Executive Vice Chairman for appropriate ruling or interpretation. The rulings and interpretations of the Executive Vice Chairman, unless and until modified or revoked by the Chairman or Vice Chairman of the Committee, shall be authoritative.

§ 60-1.32 Reports to the Committee.

The Executive Vice Chairman shall make monthly reports to the Committee and such other reports as may be requested by the Chairman or Vice Chairman of the Committee.